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WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION
BOSTON MASSACHUSETTS

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UNION PUBLICATIONS

STUDIES IN ECONOMIC RELATIONS OF WOMEN ISSUED BY THE DEPARTMENT OF RESEARCH

Longmans, Green & Company, New York, Publishers

Vol. I. Part 1. VOCATIONS FOR THE TRAINED WOMAN. Out of print.
Part 2. VOCATIONS FOR THE TRAINED WOMAN: Agriculture, Social Service, Secretarial Service, Business of Real Estate. By Eleanor Martin, Margaret A. Post, Fellows in the Department of Research, and the Committee on Economic Efficiency of College Women, Boston Branch, Association of Collegiate Alumnæ. Prepared under the direction of Susan M. Kingsbury, Ph.D., Director. 1914. Cloth. Price $1.50 and postage. (Weight 2 lbs.)

Vol. II. LABOR LAWS AND THEIR ENFORCEMENT: with Special Reference to Massachusetts. By Charles F. Persons, Mabel Parton, Mabelle Moses, and Three "Fellows." Edited by Susan M. Kingsbury, Ph.D., Director of the Department of Research. Preface by Edwin F. Gay, Ph.D., Harvard University. 1911. Cloth. Price $1.50 and postage. (Weight 3 lbs.)

Vol. III. THE LIVING WAGE OF WOMEN WORKERS: A Study of the Incomes and Expenditures of 450 Wage-earning Women in the City of Boston. By Louise Marion Bosworth, Fellow in the Department of Research. Edited with an introduction by F. Spencer Baldwin, Ph.D., Boston University. 1911. Cloth. Price $1.00 and postage. (Weight 2 lbs.)

Vol. V. MILLINERY AS A TRADE FOR WOMEN. By Lorinda Perry, Ph.D., Fellow in the Department of Research. Prepared under the direction of Susan M. Kingsbury, Ph.D., Director. In preparation.

Women's Educational and Industrial Union, Publishers

Vol. IV. DRESSMAKING AS A TRADE FOR WOMEN. By May Allinson, A.M., Fellow and Associate Director of the Department of Research. Prepared under the direction of Susan M. Kingsbury, Ph.D., Director. Cloth. In the press.

Vol. VI. THE BOOT AND SHOE INDUSTRY AS A TRADE FOR WOMEN. By the Department of Research. Susan M. Kingsbury, Ph.D., Director, May Allinson, Supervisor of the Investigation, Lila Ver Planck North, Editor. Cloth. In the press.

Vol. VII. INDUSTRIAL HOME WORK IN MASSACHUSETTS. Prepared under the direction of Amy Hewes, Ph.D., Supervisor of the Investigation for the Department of Research. In coöperation with and published by the Massachusetts Bureau of Statistics. 1914. Cloth. Price 80 cents and postage. (Weight 2 lbs.)

Vol. VIII. THE PUBLIC SCHOOLS AND WOMEN IN OFFICE SERVICE. By the Department of Research. Prepared under the direction of May Allinson, Associate Director. Published by the Boston School Committee. 1914. Cloth. Price 80 cents and postage. (Weight 2 lbs.)

VOCATION SERIES BULLETINS. No. 1, Probation Work; 2, Advertising; 3, Home and School Visiting; 4, Publishing House Work; 5, Poultry Raising; 6, Proofreading; 11, Medical Social Service; 12, Organizing Charity; 14, Settlement Work. Price 10 cents each. Nos. 7, 8, 9, 10 and 13 are now out of print.

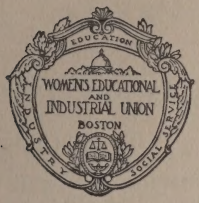
EXPENSE ACCOUNT BOOK. (Showing distribution of accounts.) New and improved edition. 1914. 25 cents; by mail, 28 cents.

WAGE ACCOUNT BOOK, for Domestic Servants and Day Workers. 1908. 15 cents.

MARCHING MORROWS: A Year Book of Quotations. 1905. Price 25 cents.

(These books may be ordered from the Union, or through any bookseller.)

THIRTY-SIXTH ANNUAL REPORT OF THE WOMEN'S EDUCATIONAL & INDUSTRIAL UNION FOR THE YEAR 1913–1914



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MEMBERSHIP

ANY person, man or woman, is eligible to membership on payment of $1 for annual membership, $5 for subscription membership, or $25 for life membership.

Membership in the Union is a means of expressing interest in its underlying purpose to "increase fellowship among women."

Members are entitled to the use of special lunch and rest rooms and to a checking station for parcels.

Members: Annual, 3,989; Subscription, 155; Life, 274; Total, 4,358.

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WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION

ORGANIZED 1877 INCORPORATED 1880

HISTORY

Cultural classes:—history, literature and languages Free reading room for women Business agency for efficient workers in employments other than domestic service Standing committees on hospitality and social affairs	1877
Food sales and handwork departments:—exchange for sale of women's work Protective committee:—free legal advice for women	1878
Befriending committee	1884
Domestic Employment Bureau Reorganized as the Domestic Reform League, 1897	1885
Lunch rooms started Providence Street:—luncheons for working women Boylston Street Lunch Room, 1891 Members' Lunch Rooms, 1903 Afternoon tea and supper room, 1905	1886
Industrial classes in dressmaking and millinery begun	1895
School of housekeeping:—to train employers to keep house and employees to do housework Transferred to Simmons College, 1902	1897
Investigation and research, along economic and industrial lines begun with studies of conditions of work in domestic service	1900
Three trade school shops:—dressmaking, millinery and children's clothing, offering apprentice training for girls from the Boston Trade School School of Salesmanship:—training for saleswomen	1905
New England Kitchen, under the management of the Union; serving luncheons in high schools of the city	1907
Food Shop on business basis:—food bought outright	1908
Normal course:—School of Salesmanship	1909
Appointment Bureau:—business agency reorganized to offer vocational advice to women and to place trained women in positions other than academic teaching Children's Players work organized	1910
Normal course:—Industrial Needle Arts Teachers Coöperation with Simmons College:—Salesmanship and Industrial Needle Arts normal courses	1911
Agreement providing for laboratory use of Union's departments by Simmons students	1912
Board of Government reorganized by constitutional amendment School Lunch plant moved to new quarters at 108 Pleasant Street Food Laboratory opened at 108 Pleasant Street Normal course for Vocational Advising	1914

VOLUME OF WORK

FOR YEAR ENDING SEPTEMBER 30, 1914

Members	4,358
Committee members	242
The Union staff:	
Employees (Pay-roll, $166,741.88)	292
Apprentices (Hat and Gown and Handwork Shops)	5
Educational Departments:	
Pupils (School of Salesmanship)	60
Normal students (Salesmanship, Industrial Needle Arts, and Students in Vocational Advising)	30
Student workers	3
Practice students	151
Placements, Appointment Bureau	514
Social Work:	
Aided by Special Employment Agent	1,891
Cases, legal aid counsel	469
Industrial Departments:	
Food Shop producers (Paid $68,221)	90
Handwork Shop consignors (Paid $27,026)	414
Average meals served daily	1,390
Average school luncheons served daily, estimated at	6,000

DEPARTMENTS OF THE UNION

EDUCATIONAL

- Vocational Training
  - Normal Class
- School of Salesmanship
  - Class for Saleswomen
  - Normal Class
- Research
- Vocational Advice and Appointment
  - Appointment Bureau
  - Vocational Advising

SOCIAL SERVICE

- Social Work
  - Special Employment
  - Room Registry
  - Information Bureau
- Reference Library
- Children's Players
- Law and Thrift
  - Legislative Committee

INDUSTRIAL

- Lunch Rooms
- New England Kitchen
  - School Luncheons
- Food Shop
  - Candy Kitchen
  - Food Laboratory
- Handwork Shop
  - Workroom
- Hat and Gown Shop

ADMINISTRATIVE

- Secretarial
- Financial
- House

ADMINISTRATION

PAST PRESIDENTS

Harriet Clisby	1877–1881
*Abby Morton Diaz	1881–1892
Mary Morton Kehew	1892–1913
Mary Schenck Woolman	1913–1914

HONORARY VICE-PRESIDENTS

*Melissa Chamberlin	Eleanor S. Mack
Harriet Clisby	*Evanette F. Osborn
*Mary F. Eastman	Lucia M. Peabody

*Kate Gannett Wells

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Helen Peirce, *Treasurer*

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Edmund Billings	Ida M. Mason
George U. Crocker	Ida S. Ripley
Sophie C. Hart	Mary Hooper Warner
Edith M. Howes	Alexander Whiteside
Caroline L. Humphrey	Mary E. Woolley

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Mary Morton Kehew, *Associate Chairman*
George U. Crocker, *Secretary-Treasurer*

Edmund Billings	Mabel W. Whidden
Helen Peirce	Alexander Whiteside

CATHERINE P. PERKINS FUND

George U. Crocker, *Trustee*

* Deceased.

EXECUTIVE COMMITTEE

The Board of Government has an administrative function and determines policies, but all executive detail is delegated to the Executive Committee, which is composed of President, Chairman of Board of Government, Clerk of the Union, Treasurer, Executive and Financial Secretaries.

PRESIDENT'S COUNCIL

Composed of President, Chairman of Board of Government, Secretaries, and Directors of Departments. The Council determines questions common to departments, subject to the President's veto or approval.

EMPLOYEES' ASSOCIATION

By an agreement between the Board of Government and Union employees, as represented by an Employees' Association, employees collectively are recognized in a definite relationship to the Board of Government through the President of the Union, who approves or vetoes recommendations made by the Association. The Union also maintains a definite arrangement with the Employees' Association, whereby a certain percentage of the wages of employees is paid by the Union into a benefit fund, administered by the Association.

OFFICERS

Helen R. Norton, *President*
Bertha E. Mahony, *Vice-President*
Margaret Sander, *Secretary*
Elsie M. Heelan, *Treasurer*

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Roxana H. Vivian, *Financial Secretary*
A. Mildred Barber, *Director, Union Lunch Rooms*
Ella C. Emerson, *Director, Food Shop*
Emma L. Fall, *Director, Department of Law and Thrift*
Florence Jackson, *Director, Department of Vocational Advice and Appointment*
Nannie Belle Judy, *Director, Hat and Gown Shop*
Susan M. Kingsbury, *Director, Department of Research*
Mary H. Moran, *Director, New England Kitchen and School Luncheons*
Lucinda W. Prince, *Supervising Director, School of Salesmanship*
Antoinette Roof, *Director of Practice*
Harriet Teal, *Director, Department of Social Work*
Josephene D. Weymouth, *Director, Handwork Shop*

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Mabel F. Champlin, *Assistant Financial Secretary*
Mary F. Eager, *Assistant Director, Lunch Department*
Edith W. Fisher, *Assistant Director, Handwork Shop*
Faith Foxcroft, *Assistant Director, Appointment Bureau*
Caroline D. Higgins, *Assistant Director, Food Shop*
Edith C. Irwin, *Assistant Director, in charge of New England Kitchen Lunch Service at Harvard Medical School*
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Mabel E. Kenneson, *Assistant Director, New England Kitchen*
Lena S. Lincoln, *House Superintendent*
Bertha E. Mahony, *Assistant Secretary*
Helen R. Norton, *Associate Director, School of Salesmanship*
Cassie L. Paine, *Associate Director, School of Salesmanship*
Charlotte A. Perkins, *Associate Director, Department of Law and Thrift*
Julia Pulsifer, *Assistant Director, in charge of School Luncheons*
Anna F. Waterbury, *Purchasing Agent, Financial Office*

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Wilford D. Gray, *Instructor, Boston University; Advisory Counsel, Union's Department of Law and Thrift*
Maria Howard Hilliard, *Special Instructor, Department of Household Economics, Simmons College; Consultant for Union's Food Shop and Lunch Rooms*

AUDITOR

Charles F. Rittenhouse, *Assistant Professor of Secretarial Studies, Simmons College*

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Mary L. Faye, *Designer, Handwork Shop*
Alice P. Garrett, *Room Registrar, Department of Social Work*
Katherine A. Gillis, *Salesroom Assistant, Food Shop*
Alice Gleason, *Assistant, Appointment Bureau*
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Blanche Haley, *Assistant, School Luncheons*
Catherine Harper, *Forewoman, Hat Shop*
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Henrietta A. Kilburn, *Assistant, School Luncheons*
Florence R. King, *Social Service Agent, Department of Social Work*
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Caroline E. Noble, *Cashier, Financial Office*
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Bessie Potter, *Assistant, Hat and Gown Shop*
Lucy Richstadt, *Forewoman, Gown Shop*

Martha Ricker, *Supper Superintendent, New England Kitchen*
Ella A. Riley, *Catering Agent, Food Shop*
L. Frances Sargent, *Head Bookkeeper, Financial Office*
Bertha Shepard, *Assistant, Secretary's Office*

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Marie Francke, A.B., Radcliffe College
(Appointment Bureau also)
Edith S. Gray, A.M., Oberlin College
Louise Moore, A.B., Wellesley College
Cora A. Parkhurst, A.B., University of Vermont

STUDENT WORKERS

It is the Union's policy to have in its departments, wherever possible, young women who desire practical experience while taking a related course in some nearby college.

Department of Vocational Advice and Appointment, Florence Cowell
Lunch Department, Ethel M. Kane
Food Shop, Margaret Perley

DEPARTMENT COMMITTEES
1914—1915

PURPOSE: Committees sustain an advisory relation to the Union Departments with which they are connected, concerning themselves with matters of policy and the broader aspects of the work.

EDUCATIONAL DEPARTMENTS

DEPARTMENT OF VOCATIONAL TRAINING

COMMITTEE ON COÖPERATION WITH SIMMONS COLLEGE

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Miss Sarah Louise Arnold
Mrs. Mary Morton Kehew
Miss Frances R. Morse
Miss Marion McG. Noyes
Miss Mary E. Williams

COMMITTEE ON LABORATORY PRACTICE

Representing Simmons College Faculty

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Miss Alice F. Blood, *Household Economics*
Miss June R. Donnelly, *Library Science*
Mr. Edward H. Eldridge, *Secretarial Studies*
Miss Elizabeth M. Goodrich, *Institutional Management*
Mrs. Lucinda W. Prince, *Salesmanship*
Mr. Charles F. Rittenhouse, *Secretarial Studies*
Miss Ella J. Spooner, *Domestic Art*

SCHOOL OF SALESMANSHIP

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Miss Helen R. Norton, *Associate Director*
Miss Cassie L. Paine, *Associate Director*

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Mr. James T. Chase, Gilchrist Co.
Mr. Edward T. Clancy, Crawford, Plummer Co.
Mr. Frank Deering, E. T. Slattery Co.
Mr. Elmer M. Fisher, Wm. Filene's Sons Co.
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Miss May Allinson, *Associate Director*

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Mr. Richard K. Conant
Miss Ellen W. Coolidge
Miss Helen F. Greene
Mr. George C. Greener
Mrs. Frank Hallowell
Mrs. William Z. Ripley
Mrs. David Snedden
Mr. Robert G. Valentine
Mrs. George H. Washburn

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Prof. Jeffrey R. Brackett, *Director, School for Social Workers*
Prof. Davis R. Dewey, *Massachusetts Institute of Technology*
Prof. Henry C. Metcalf, *Tufts College*
Prof. William Z. Ripley, *Harvard University*

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Miss Bertha Boody, *Dean, Radcliffe College*
Miss Ada Louise Comstock, *Dean, Smith College*
Miss Lida Shaw King, *Dean, Women's College, Brown University*
Mrs. Gertrude S. Martin, *Adviser of Women, Cornell University*
Miss Ellen F. Pendleton, *President, Wellesley College*
Miss Evelyn Walker, *Acting Dean, Simmons College*
Miss Mary E. Woolley, *President, Mt. Holyoke College*

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Architecture, Miss Lois L. Howe
Handwork, Miss Josephene D. Weymouth
Hospital Social Service, Miss Ida M. Cannon
Law, Miss Emma L. Fall
Library Work, Miss Alice Jordan
Nursing, Miss Sara Parsons
Publishing House Work, Miss Florence Converse
Research, Miss Susan M. Kingsbury
Settlement Work, Miss Geraldine Gordon
Social Work, Miss Emily Babb
Social Work (Playgrounds), Miss Jane McCrady

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Miss Susan M. Kingsbury } *Directors*

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Miss Bertha McConkey, *Assistant Superintendent of Schools, Springfield*
Henry C. Metcalf, *Professor of Political Science, Tufts College*
Mrs. Ellor Carlisle Ripley, *Assistant Superintendent of Schools, Boston*

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Representing the Boston Branch of the Association of Collegiate Alumnæ coöperating with the Women's Educational and Industrial Union.

Miss Margaret Coffin, *Teachers College*
Miss Susan C. Crampton, *Vassar College*
Miss Marie Francke, *Radcliffe College*
Mrs. Leslie Hayford, *Tufts College*
Mrs. Lee S. McCollester, *Smith College*
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Mrs. Frank H. Monks
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Mrs. Bertrand E. Taylor
Miss Margaret Thacher
Mrs. B. Frank Thompson
Mrs. May Alden Ward
Mrs. Frank G. Wren

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Miss Jeannie S. Gloster, *Simmons College*
Miss Louise R. Hemenway, *formerly Room Registrar, Women's Educational and Industrial Union*
Miss Edith M. Howes, *Students' Union*
Mrs. Katherine Osborne, *Students' Union*

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Miss Harriet A. Broad, *Young Women's Christian Association*
Miss Mary Lee Hale
Miss Katherine D. Hardwick, *South Boston Associated Charities*
Miss Mary C. Jarrett, *Psychopathic Hospital*

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Mr. Drew B. Hall, *Librarian, Somerville Public Library*
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Miss Charlotte A. Perkins, *Associate Director*
Mr. Wilford D. Gray, *Advisory Counsel*

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Mr. Arthur M. Huddell, *American Federation of Labor*
Mr. Harry W. Kimball, *Massachusetts Savings Insurance League*

Mr. Francis P. Malgeri, *Italo-American Credit Union*
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Mr. John W. Plaisted, *Committee on Industrial Relations, Boston Chamber of Commerce*

Miss Edith G. Fabens
Mrs. Edward M. Greene
Miss Edith M. Howes
Miss Anne Withington

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Mrs. J. Harvey Young

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Mrs. Susan W. FitzGerald
Mrs. Mary Morton Kehew
Miss Charlotte A. Perkins
Miss Sara Stites
Miss Anne Withington

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Miss Bertha E. Mahony, *Associate Chairman*
Miss Dorothy E. Brewer, *Secretary*

Miss Agnes Crimmins
Miss Florence Lincoln
Miss Alice H. Spaulding

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Mrs. Renton Whidden
Mrs. Edward R. Peirce

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Mrs. Bertha Cushing Child
Mr. John Craig
Mrs. John Craig
Miss Mabel Daniels
Mr. Walter Prichard Eaton
Mrs. Beulah Dix Flebbe
Mrs. Lyman Gale
Mrs. James J. Storrow
Mrs. Eva Whiting White

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Miss J. Annie Bense
Miss Cora E. Bigelow
Miss Lotta A. Clark
Miss Mary A. Daly
Miss Anna L. Foster
Miss Florence A. Goodfellow
Miss Grace E. Lingham
Miss Mary F. MacGoldrick
Miss Fanny M. Morris
Miss Mary E. Perkins
Miss Annie J. Reed
Miss Esther F. Sullivan

INDUSTRIAL DEPARTMENTS

Business Departments report regularly to the Executive Committee. The Advisory Committees meet for the discussion of questions of policy and general trade interest.

UNION LUNCH ROOMS AND NEW ENGLAND KITCHEN

Miss A. Mildred Barber, *Director, Lunch Department*
Mrs. Mary H. Moran, *Director, New England Kitchen*
Mr. J. Linfield Damon, Jr., *Hotel Thorndike*
Miss Elizabeth M. Goodrich, *Simmons College*
Miss Louise D. Greene, *The Colonial Lunch Room*
Miss Marie Guillet, *Business Women's Club*
Miss Elizabeth McClelland, *The Laboratory Kitchen*
Mr. Howard Marston, *R. Marston & Co.*
Miss Lucy L. Nichols, *The English Tea Room*
Miss Minnie G. Parker, *R. Marston & Co.*
Mrs. Helen Peirce
Miss Bertha Stevenson, *The Laboratory Kitchen*

SCHOOL LUNCH ADVISORY COMMITTEE

Representing School Authorities, Health Experts and the Union

Mrs. Mary H. Moran, *Director*
Miss Julia Pulsifer, *Superintendent of School Luncheons*
Mr. Charles W. Parmenter, *Head Master, Mechanic Arts High School, Chairman for Masters' Association*

Mr. James E. Thomas, *Head Master, Dorchester High School*
Mr. Frank V. Thompson, *Assistant Superintendent, Boston School Department*
Dr. Richard C. Cabot, *Social Service Department, Massachusetts General Hospital*
Miss Isabel Hyams, *Board of Trustees, Boston Consumptives' Hospital*
Dr. Milton J. Rosenau, *Professor of Preventive Medicine and Hygiene, Harvard Medical School*
Miss Sarah Louise Arnold, Mrs. Mary Morton Kehew } *Board of Government, Women's Educational and Industrial Union*

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Mr. Walter F. Cook, *T. D. Cook & Co.*
Mr. E. C. Campbell, *Master Bakers' Association*
Mr. Fred L. Hiller, *S. S. Pierce Company*
Mrs. Maria Howard Hilliard, *Simmons College*
Mrs. Obed Silver
Miss Sarah E. Wentworth
Mrs. Renton Whidden

HANDWORK SHOP

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Mrs. L. Vernon Briggs
Miss Blanche E. Colman
Miss Sarah G. Flint
Miss Alice Morse
Miss Amy M. Sacker
Miss Florence W. Swan
Mrs. Roger Sherman Warner
Mrs. Edward R. Warren

HAT AND GOWN SHOP

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Miss Jessie Ball
Miss Mary H. Brown
Mrs. Frederic S. Converse
Mr. C. Lothrop Higgins
Miss Helen R. Hildreth
Mrs. Mabel McMillan
Miss Mary Orr
Mrs. J. Herbert Sawyer
Miss Marie Thayer

CONFERENCE OF COMMITTEES

THE Conference is composed of members of the Board of Government, all members of Union committees and ex-members applying for membership.

Its purpose is to offer an opportunity for the presentation of all phases of Union work, for the explanation of the Union's solution of new problems arising in its specialized departments and for the discussion of these methods by specialists actually engaged in allied fields of work.

PROGRAM 1914–1915

November 10, 1914, Social.

December 14, 1914, The Law and Thrift Department.
A Social and Educational Laboratory.
Miss Emma L. Fall, *Director*, presiding.

January 11, 1915, The New England Kitchen.
The New England Kitchen's New Experiments.
Mrs. Mary H. Moran, *Director*, presiding.

February 8, 1915, The Appointment Bureau.
Vocational Advising in Colleges and Schools.
Miss Florence Jackson, *Director*, presiding.

March 8, 1915, The Research Department.
Ten Years of Social Research.
Prof. Susan M. Kingsbury, *Director*, presiding.

April 12, 1915, The Vocational Training Department.

Simmons College and the Union —an Experiment in Coöperation.

Miss Antoinette Roof, *Director*, presiding.

May 10, 1915, The Union's School of Salesmanship.

The Normal Class and Its Contribution to the Boston Schools.

Mrs. Lucinda W. Prince, *Director*, presiding.

SURVEY OF THE YEAR'S PROGRESS

THE work of the year has been marked by distinct progress, notably in the greater assurance attained in its educational development and in the expansion of certain activities, which already show evidence of far-reaching results.

Important constitutional changes, looking to a more definite and secure foundation for the affairs of the Union relating to property and finance, were adopted at a meeting of members held on March 16, 1914. At this meeting a Corporation to be known as the Trustees of the Women's Educational and Industrial Union was organized under the general laws of Massachusetts. In these Trustees—a small permanent body—is now centered the administrative responsibility for the Union's land, buildings and funds, a responsibility heretofore divided among three groups: the Trustees of the Building Fund, the Trustees of the Permanent Fund and the Union itself. This change should give assurance to persons interested in the Union that any money given or bequeathed to its work will be used in an efficient and practical manner.

Mrs. Mary Schenck Woolman, after one and a half years of distinctive service as President of the Union and Supervisory Head of the Household Economics Department of Simmons College, resigned June 1 to take up her work more definitely in the movement for industrial training. At the request of the Board of Government, Mrs. Mary Morton Kehew has assumed the duties of Acting-President until such time as a President may be appointed.

In March, Miss Melita Knowles, who had served as Secretary of the Union since 1911, resigned, Miss Florence Jackson carrying the duties of the office in addition to those of Director of the Department of Vocational

Advice and Appointment, until the appointment of the present Secretary, in October.

Among the most significant developments in the work of the various departments of the Union, we would call attention to the following, as reported by Directors:

The Union, through its Department of Vocational Training, is attempting to meet a great need in education—the need for a closer touch with the interests of present-day life, and an increased social efficiency. This it does by furnishing laboratories in which Simmons College students and others supplement classroom instruction by practical work under business conditions and by definite trade experience. A very valuable kind of vocational training is being given three student workers—one in the Appointment Bureau, one in the Boylston Street Lunch Department and another in the Food Shop. Each is being trained in the work of her department, in addition to which she is given the privilege of carrying some course of study at Simmons College. Two of last year's student workers are now in responsible positions at the Union. During the year 1913–1914, one hundred and fifty-one students were given some kind of vocational training at the Union, and schedules for the coming year make the opportunities offered by the Union available for a still larger number. The normal course for teachers of Industrial Needle Arts has been made much more effective this year because for the first time special courses have been offered at the College which make it possible to give thorough academic training during the first semester and trade work and practice teaching in trade schools during the second semester.

Perhaps the most interesting educational development in the work of the Department of Vocational Advice and Appointment is the more definite connection with Mt. Holyoke, Smith, Wellesley and Radcliffe. Public

meetings and private conferences were held at the first three of these colleges during 1913–1914, by the Director of the Bureau, the necessary training and possible openings for college women in secretarial work, social service, applied science, nursing and health, domestic science, literary work, libraries and salesmanship being the fields discussed. The course of training for vocational advisers mentioned in the report of last year has become an actuality.

The value and importance of the investigations made by the Union's Department of Research are attested by the fact that this year's study on "Trade Schools for Girls in Massachusetts" is being undertaken at the request of the United States Bureau of Labor Statistics and will be published by this Bureau as one of its bulletins. Former studies now in press are "The Public Schools and Women in Office Service," made during 1913–1914, published by the Boston School Committee; "Dressmaking" and "The Boot and Shoe Industry" as trades for women, published by the Federal Bureau of Labor Statistics. "Industrial Home Work in Massachusetts" was issued by the State Bureau of Statistics in October of this year as Labor Bulletin No. 101, an indexed edition of which, uniform with the Union's other publications, is about to be published.

During the past year, the School of Salesmanship has made notable progress in two directions: in extended usefulness in supplying teachers of Salesmanship to the public schools of Boston as well as of other cities, and in the growth and development of the Normal Class. In response to a joint request from the State Board of Education and the School Committee, the Director of the School of Salesmanship has trained a selected group of public school teachers to teach in the continuation schools, attendance at which was made compulsory in Boston, September, 1914, for boys and girls between the

ages of 14 and 16 who are at work. Eight high schools are offering courses in Salesmanship and Merchandise as against four high schools a year ago. Until this year twelve was the largest number of normal students received in any one year, while the class entered in September, 1914, numbers twenty-four; ten states, four normal schools and seven colleges being represented in the list of students.

A new activity known as the Food Laboratory has been launched under the supervision of the Director of the Food Shop, occupying quarters in the new School Lunch Building at 108 Pleasant Street. In addition to manufacturing cake for the Union lunch rooms, it offers a broad field for education in the line of food producing, where producers for the Food Shop may learn methods of bettering their product. Eventually the kitchen is to serve as a real laboratory for testing foods and estimating costs, making it possible for the Union to speak with authority on these subjects. The transfer of the School Lunch plant from the New England Kitchen to the new location on Pleasant Street has proved a most stimulating and satisfactory development.

The use of the New England Kitchen as a laboratory for Simmons College students in Institutional Management has been extended and more effectively correlated with the College work by the educational director of the Union. Special attention was given to the production of food on a large scale, under average conditions and subject to business requirements. The value of such experience to one aiming to fit oneself for practical work is obvious. In fact, it is doubtless through the effort to make its valuable educational opportunities available for reaction on the problems of daily living that the Union will achieve its aim of largest possible usefulness to the community.

DEPARTMENT OF VOCATIONAL TRAINING

DURING the past year the plans for laboratory practice for students at Simmons College and others have been more definitely formulated, and now offer the following opportunities: (1) trade experience in needle arts, (2) business experience in lunch room management, (3) office experience and (4) library practice.

The trade experience in needle arts is given in the shops of the Union, and includes the manufacture of children's clothing, dressmaking and millinery. The student, sitting beside the paid worker, puts college methods and instruction into practice, gains facility in processes through intensive work, recognizes the need of judgment and adaptability and acquires an appreciation of trade requirements.

There is a demand in girls' trade schools, vocational schools and junior high schools for the teacher of sewing with trade experience. To meet this demand the Union, in coöperation with Simmons College, is conducting a class for the training of teachers in industrial needle arts. The course is open to students who have had trade experience subsequent to the high school and —without the privilege of certificate—to other trade workers. Teachers interested in industrial education, whose training has been academic, are given an opportunity for intensive trade work.

During the first term the students have courses at the College in plain sewing, dressmaking and millinery, with the allied subjects of color and design and textiles, and a course in industrial education and general methods of teaching. One entire day each week is given to trade work in the shops at the Union.

During the second term the time is devoted to shop work at the Union and practice teaching in the trade schools of Boston, Worcester, Cambridge and Somer-

ville, which have coöperated most generously. The graduates from this course are fitted for responsible positions where a knowledge of trade conditions is essential.

Special students have shared with Simmons College students in institutional management the opportunity offered for business experience in lunch room management in the Boylston Street lunch rooms, New England Kitchen with its School Lunch plant, the Food Shop and the Candy Kitchen. The course has been planned so as to give each student a series of definite problems through which is gained an understanding of the necessary organization. Time has been given this year for a preliminary course in which a study is made of the duties of the administrative force in each of the lunch departments. The value of business experience gained in this way is evident from the positions now held by two of last year's students. One has charge of the lunch room at the Worcester Trade School for Boys. Another is directing the lunch room in a large factory.

Laboratory practice for secretarial students is given in the Appointment Bureau, Financial and Secretary's offices. Last year more than one hundred students had a contact with business life through these offices.

Union departments have been used by senior students in Economics as the basis for research work. Several students, guided by the Union's Purchasing Agent, made a study of markets upon which one based her thesis, "The High Cost of Meat." The Room Registrar guided another student in her study of "The Lodging House Problem," and the Director of the Food Shop gave still another opportunity to learn by experience "The Advantages of Catering as an Occupation for Women."

SCHOOL OF SALESMANSHIP

THE Normal Class, started in 1909 and associated with Simmons College since 1911, has prospered from

the time when its establishment became necessary for the further extension of the work. Competent, trained teachers were wanted in various parts of the country to conduct classes according to the methods used in this pioneer School of Salesmanship. Thirty-one students, nearly all college or normal school graduates, have completed the course and twenty-nine are at work.

The School of Salesmanship itself becomes increasingly important as the nucleus of a widespread movement. In furnishing a practice school for the Normal Class, its position is unique among vocational schools, while at the same time it is rendering a valuable service to the community in the careful training of the saleswomen sent to it for instruction. Five hundred and ninety-nine young women have completed the course in the nine years of the school's existence. The three classes a year are organized on the satisfactory basis agreed upon several years ago: seven department stores select young women from their regular selling force; these saleswomen attend the school five mornings a week for twelve weeks, without loss of pay; they resume their usual duties in the afternoon and also work in the store all day Monday. The coöperating stores are: Jordan Marsh Company, William Filene's Sons Company, Gilchrist Company, Shepard, Norwell Company, R. H. White Company, The Tremont Stores, Incorporated, and E. T. Slattery Company. The first three firms have coöperated in this work from the beginning.

Without the support of the business houses, it would be impossible to conduct the Salesmanship School in the most helpful and practical manner, while the whole coöperative scheme is on an ideal basis. The stores forward the work in four important ways: (1) by sending saleswomen regularly to the School of Salesmanship at the Union, thus providing a practice school for the Normal Class; (2) by allowing the students in the Nor-

mal Class to get selling experience and to study store organization; (3) by giving employment on Saturdays and Mondays to high school girls studying Salesmanship; and (4) by providing a schoolroom for both compulsory and voluntary continuation classes. The duty of the schools to prepare for some useful occupation, those pupils who expect to go to work as soon as they leave school is more and more apparent to educators and employers, who are now working together toward this end with a new community of interest and a new breadth of view.

In the interests of the work, the Director last year visited Portland (Maine), Troy, New York City, Philadelphia, Baltimore, Cleveland and Cincinnati; she addressed twelve audiences of educators, five colleges and professional schools, five high schools and five clubs; she supervised the educational work of two large stores and presided over three important conferences.

DEPARTMENT OF RESEARCH

OPPORTUNITY for training in social-economic investigation is offered by the Research Department of the Union through its three paid fellowships. Information regarding these may be had upon application.

Three Fellows, graduates of Radcliffe, University of California and University of Wisconsin, on full time and one half-time honorary Fellow, a graduate of Smith and Leland Stanford, did the field work in an investigation of "The Public Schools and Women in Office Service" during 1913–1914. Five of the nine high schools of Boston offering commercial training to girls were studied intensively, graduates of fourteen classes, 1905 to 1913, were visited, and records of 310 girls secured. Questionnaires were put through the evening classes of five high schools netting 861 records, and a canvass

of offices of all kinds throughout the city furnished statistics and some related personal facts for 1,177 women. The report is being published by the Boston School Committee.

The Commission on National Aid to Vocational Education expressed the great need of a knowledge of the various types of vocational schools in existence, a record of the experience of their pupils and a constructive survey of the industries for which these schools are training workers. The Federal Bureau of Labor Statistics has, in response to this, undertaken through the Union's Research Department to make a study of the four trade schools for girls in Massachusetts, including an intensive follow-up survey of their pupils who have gone to work and an investigation of the processes, advancement and wage opportunities in the industries to which they cater.

Oberlin College, the University of Vermont and Wellesley College are represented by graduates as this year's Fellows. A Radcliffe graduate is investigating "Opportunities for Women in Domestic Science" under the combined direction of the Research Department and Appointment Bureau, and is coöperating with several branches of the Association of Collegiate Alumnæ in an endeavor to secure first-hand information on this subject, in order to prepare a report for the use of educators, vocational directors and placement agents.

The Bureau of Research, which undertakes short investigations for individual organizations, is engaged on a survey of occupations for minors who leave the Waltham (Massachusetts) schools. This investigation is undertaken at the request of the College Club of Waltham.

DEPARTMENT OF VOCATIONAL ADVICE AND APPOINTMENT

OF the 953 registrations at the Appointment Bureau during 1913–1914, 181 were college women. Of this number 124 were placed in 13 vocations other than teaching, by far the largest number (58) being in the secretarial field. Placements during the year show a decrease in orders from employers and in numbers placed. As, early in the year, it was evident that employers were feeling the hard times, only those candidates were registered who seemed likely to fit the demands coming to the Bureau.

In addition to the college affiliations noted in the survey of the year (page 21), the Director has addressed audiences aggregating fourteen hundred in a number of schools and associations.

A strong Advisory Committee of specialists in various vocations was formed during the past year, each member of which has given special advice to one or more inquirers sent by the Director.

In February four conferences on Professional Opportunities for Women were addressed by employers of women on the following subjects: "The Social Worker," "The Woman in the Publishing House," "The Stenographer" and "Woman in the Telephone Service."

The Committee on Economic Efficiency of College Women, a joint committee representing the Boston Branch of the Association of Collegiate Alumnæ and the Union, has maintained its connection with the Union and will do so during the coming year. Last year a study of domestic science as a vocation for women was begun. The material collected has been turned over to the Research Fellow now engaged on an investigation of the subject, with whom the Committee will continue to coöperate.

DEPARTMENT OF SOCIAL WORK

ACTIVITIES of the Social Work Department have been somewhat increased during the past year, mainly in connection with the Room Registry, which now offers continuous office hours, 8.30 A.M. to 5.30 P.M.

Four Simmons College students in the Senior and Junior Economics courses have made a study of the economic efficiency of the several Room Registries in Boston.

The series of Current Events and Travel Talks for 1913–1914 drew a total attendance of 2,532. For 1914–1915, the program includes ten talks on Current Events by Mrs. May Alden Ward and ten Travel Talks, constituting a trip around the world, by Mrs. Marie A. Moore.

Nearly 1,900 (1,891) women have been interviewed and aided by the Social Service Worker, in whose behalf 412 calls have been made and 1,352 letters written. Special employment has been found for 247 of this number and 685 have been referred to other agencies.

It is being increasingly demonstrated that the department's effort should be particularly directed to aid the handicapped worker and those in need of special advice and befriending, and that eventually the Union should become a clearing house for special employment.

MEMBERSHIP

The total membership of the Union September 30, 1914, was 4,358, of which number 949 joined during 1913–1914. In view of the fact that there must be many thousands of women in Greater Boston to whom the aims and purposes of the Union's work would appeal and whose support would be gladly given, could their attention be specially drawn to it, all members are urged to make known the needs of the organization in this year of financial stress. The membership doubled at this time would go far towards wiping the deficit from our books.

An arrangement was made during the week of May 18–23 for members and friends to obtain a comprehensive survey of the Union, and all who were interested in the various departments were invited to meet the officers and directors and see how the work is carried on.

The attendance was large and the widespread interest in the work was most gratifying. Many visitors expressed the greatest surprise at the extent and variety of the Union's activities and the amount of effective work that is done in overcrowded quarters and with the handicap of inadequate equipment due to lack of funds. Public commendation at the close of the week by Dr. Snedden, President Pendleton, President Lefavour, President Woolley, Professor Dewey and Dr. Dyer gave further proof of the high place that the Union has won in the community.

THE CHILDREN'S PLAYERS

The Children's Players, a company of amateur actors formed in 1911, has this year made a step forward in the direction of the longed-for goal, a Boys' and Girls' Theatre. "The Merry Fiddle," by Louise Burleigh, was presented at the Shubert Theatre in the spring of 1914. "Yellow Bird," an historical play by Pauline Bradford Mackie, was given in November at the Wilbur Theatre. The prize play, entitled "The Moving House," by the same author, has been selected for presentation in the spring of 1915.

To make its program really continuous, carefully chosen motion pictures for children are being exhibited by the Children's Players Department at Tremont Temple Saturday mornings, beginning December 12, with the coöperation of the Tremont Temple Management and with the help of interested friends who guarantee the Union against loss. Miss Florence Lincoln is in charge of the motion picture programs.

REFERENCE LIBRARY

THE most significant developments in the work of the Library during the year are represented by the practice training offered to members of the Library School at Simmons College, the growth of the Union's reference service to students and coöperation with other organizations.

The most urgent need of the Library is money with which to purchase books and periodicals necessary in building up its work and extending its usefulness. The Union has the beginning of a unique collection. So far as known, this is the only library in the United States devoted to the subject of women's vocations. It is freely open to the public, both men and women, whether members of the Union or not. The demands made by students and social workers show the value of such a specialized collection. Schools and libraries throughout the country are turning to the Union for the latest and most authoritative information regarding women's work and vocational training. To meet these demands the Union must have adequate library equipment. It should be possible for the investigator who is studying the problem of women's work to find here at least the principal American publications upon the subject. Yet without funds for securing needed material such assistance cannot be given. The efficiency of the Library is conditional upon its financial support. As a branch of the Union's social-educational work, its growth is dependent upon special donations. Contributions for establishing a library fund are solicited.

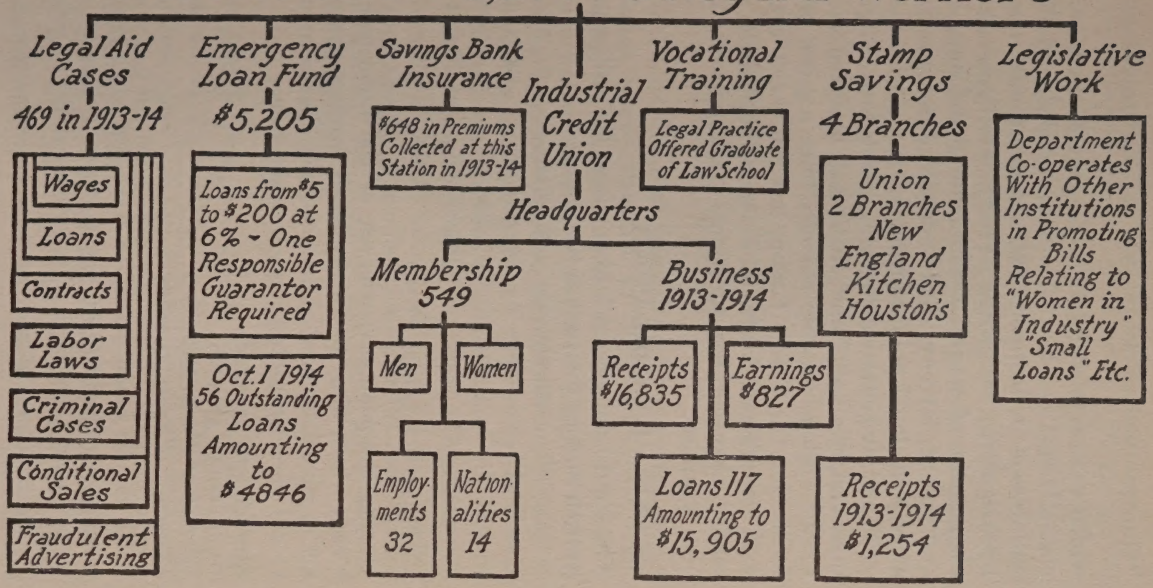
DEPARTMENT OF LAW AND THRIFT

LEGAL AID

During 1913–1914, the Union's Department of Law and Thrift has furnished legal aid in 469 cases, 450 of

LAW AND THRIFT DEPARTMENT

Cost 1913-1914 $3,277 - 5 Regular Workers



which were settled by October 1st; 27 in favor of the client, 7 against him; 57 compromised and 69 either withdrawn or dropped; 290 requiring only advice and investigation. A great variety of types, including assignment of wages, fraudulent advertising, landlord and tenant, larceny, libel and race discrimination were among the legal points involved.

Thrift activities include, as heretofore, Stamp Savings and Savings Bank Insurance and the Industrial Credit Union. Stamp savings have not yet proved a feeder for the Credit Union, but the thrift connection with department stores is being strengthened and extended, charge of five additional stations having recently been assumed.

INDUSTRIAL CREDIT UNION

The Industrial Credit Union shows the following rapid growth during the past three years:

	Membership	*Receipts*	*Loans*
1912	262	$3,737.59	$2,514.38
1913	452	9,334.47	7,966.93
1914	549	16,835.38	15,905.52

EMERGENCY LOAN FUND

During the past year, the use of the Emergency Loan Fund, which aims to aid by loans worthy persons who are in immediate need of financial help, has been extended to aid persons in obtaining an education.

Applications received	67	
Applications granted	52	
Amount of Fund, October 1, 1913		$5,084.13
*Amount of Fund, October 1, 1914		557.21

Of the 52 loans made, 16 were for educational purposes, including tuition for courses in library science, vocal music, practical arts, stenography, agriculture,

*An additional gift of $1,000 was received from Mrs. Mary C. Jackson, October 26, 1914.

physical culture and institutional management at Simmons College, Columbia University, New York University, Radcliffe, Massachusetts Institute of Technology and the Sargent School. Ten loans amounting to $837 were made for household expenses, 8 loans amounting to $860 for expenses of illness.

No legislation was initiated by the Union this year, but the Department was represented at legislative hearings on bills of special interest to the Union, a file of such bills being available in the Union library.

INDUSTRIAL DEPARTMENTS

LUNCH DEPARTMENT

A TOTAL of 273,532 meals have been served in the four dining rooms situated at 264 Boylston Street, 1,172 being the largest number on any one day. This represents an increase in business of $5,220 over last year—a fact which testifies to increased efficiency in the lunch room methods achieved in spite of the handicaps of limited space and scattered centers imposed by the present building. No small part in the Department's good showing is due to careful buying by the Union's Purchasing Agent. The effectiveness of the Department as a laboratory for students has kept pace with its increased efficiency.

NEW ENGLAND KITCHEN

Over 150,000 patrons, with a daily average of about 500, were served in the dining rooms of the New England Kitchen last year. Of this number about one-half came for lunch and the remainder was equally divided between breakfast and supper.

The last two groups, as heretofore, come chiefly from lodgings and the student groups in the immediate neighborhood, while the lunch patrons are drawn from a wider

territory, many coming from the Boylston Street and downtown shopping districts.

A gross business of nearly $31,500, covering about 83,000 cash sales, is to be credited to the Food Sales Room, the oldest section of the New England Kitchen.

The salesroom's usefulness to the neighborhood which it serves must be apparent to any one with time to observe the type of patron and the kind of demand that comes to the counter. Purchases in "small package" form are the rule. Two doughnuts, one roll, one individual pie or tart with one order of soup or meat or vegetable is not an unusual order from the man or woman with lodgings near by, while the noon trade calls largely for lunches to be taken out to the neighboring shops and stores. This demand, due to changed conditions of living, comes not only from the isolated individual in lodgings. Family groups in apartments and small houses, which are rapidly increasing in number as the neighborhood develops, are drawing more and more upon outside sources for a part of their cooked food supply.

A lunch room recently equipped by the Students' Association at the Harvard Medical School has been turned over to the Union to be operated on the cafeteria plan. A simple and inexpensive menu is served by the New England Kitchen.

In this, its second season, the Embankment Tea House increased its volume of business, but this extension brought greater difficulties in getting satisfactory results and a discouraging reaction on the financial returns. The crux of the matter lies in the fact that, as originally planned, the refreshment shelter aimed to provide for the simple needs of the casual passerby, upon the assumption that there were enough of these to support the business. Experience proves, however, that except at special hours and on fête occasions the demand for this type of service would not carry the expenses

of the plant. To supplement it, afternoon tea and supper were added; but, since the equipment and space were inadequate for these new ventures, satisfactory results were not possible.

As a result of the two seasons' experience, viewing the question from the side of the largest return to the community on its investment in the whole Embankment as well as in the little shelter, it would seem that the next line of action should be toward popularizing the Embankment by means of more frequent concerts and a greater emphasis on water sports, etc. In the campaign needed to bring this about, the services of all settlements and other social agencies are solicited to make it a city-wide rather than a local issue.

SCHOOL LUNCHEONS

The transfer of the school lunch plant to a building of its own at 108 Pleasant Street is a forward step of significant importance (see page 23). The new site is of special interest as being almost next door to the original site of the New England Kitchen when it was started sixteen years ago. In a new building adapted to the special needs of the work, unprecedented reactions in the way of inspiration and achievement are already apparent.

FOOD SHOP

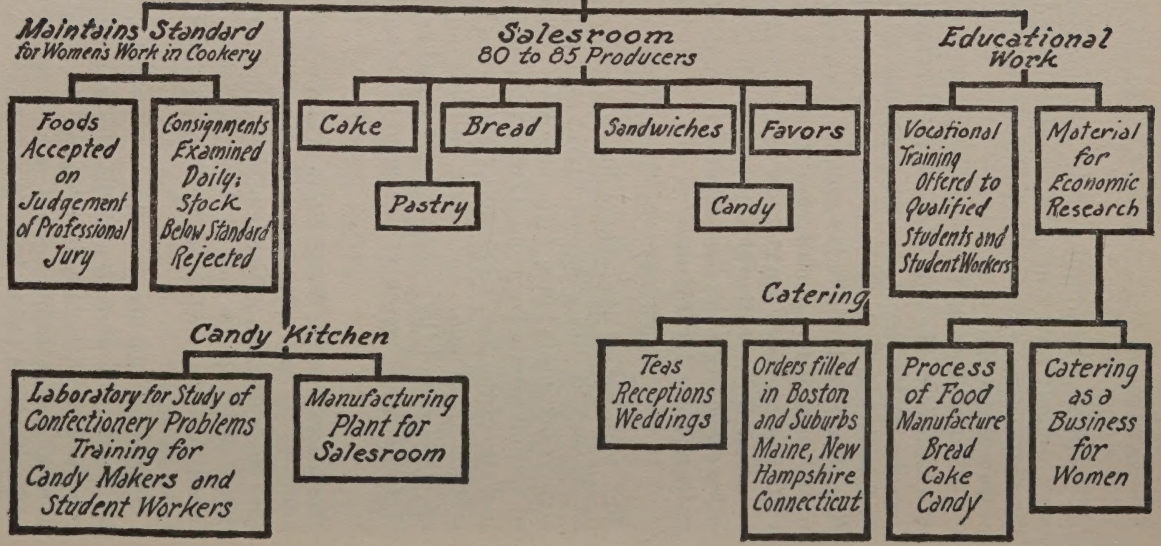
Producers for the Food Shop now number ninety. In addition to the establishment of a Food Laboratory (see page 23), an effort is being made to have the producer discover the real cost of her product, including labor, rent and fuel, in order to determine her net profit from its sale.

Catering has come to be recognized as a possible profession for women, and the Union, through its well-equipped department, is prepared to meet a growing demand for catering service as well as to furnish data and experience to students in this line.

FOOD SHOP

All Food Bought Outright

Receipts 1913-1914 $113,597 - Employees 32


Maintains Standard for Women's Work in Cookery
Foods Accepted on Judgement of Professional Jury
Consignments Examined Daily: Stock Below Standard Rejected
Salesroom 80 to 85 Producers
Cake
Bread
Sandwiches
Favors
Pastry
Candy
Educational Work
Vocational Training Offered to Qualified Students and Student Workers
Material for Economic Research
Catering
Teas Receptions Weddings
Orders filled in Boston and Suburbs Maine, New Hampshire Connecticut
Process of Food Manufacture Bread Cake Candy
Catering as a Business for Women
Candy Kitchen
Laboratory for Study of Confectionery Problems Training for Candy Makers and Student Workers
Manufacturing Plant for Salesroom

The business of the Candy Kitchen has steadily increased. We have constant calls for training in the manufacture of candy. A carefully planned series of lessons is now offered and several students have already availed themselves of this opening.

HANDWORK SHOP

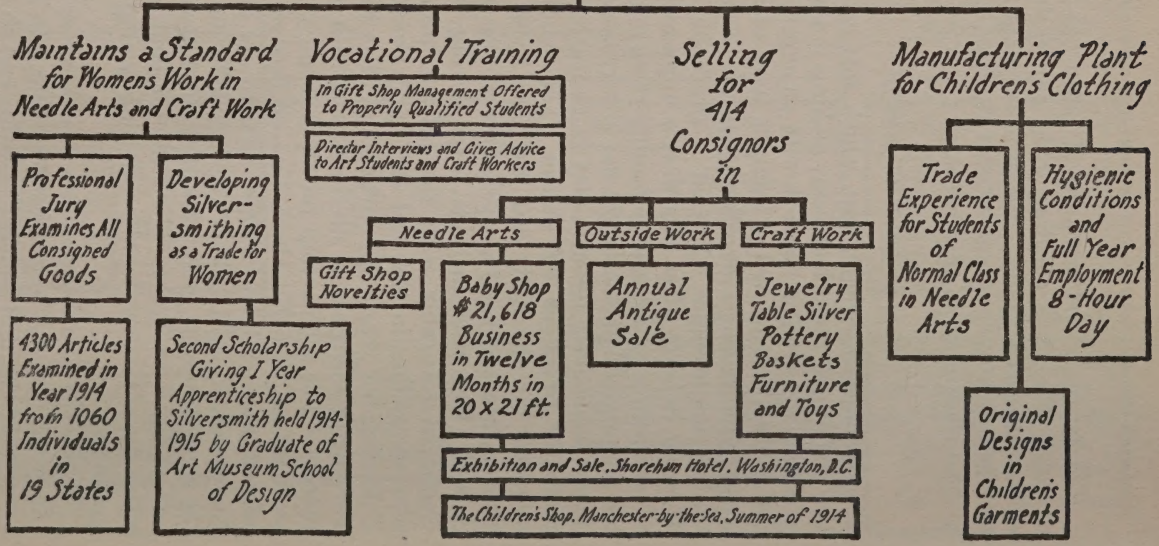
The Handcraft Scholarship, which was established by the Handwork Shop last year, making it possible for a graduate art student to work with an expert silversmith for a year, has proved a valuable part of the Union's educational work. This experiment was tried in the hope that it might show (1) that a graduate of the Art Museum School, after one year's apprenticeship to a silversmith, may become self-supporting; and (2) that the making of hand-wrought flat silver, heretofore done almost exclusively by men, may be as feasible for and as perfectly produced by women. The scholarship was awarded for the first year to Miss Sybil Foster, of Sharon, Massachusetts, a graduate of the Art Museum School. Her work in table silver during the year has compared favorably with that of established workers who are selling in the best Arts and Crafts Societies. Following her year's apprenticeship, Miss Foster is now working at the trade of silversmithing with prospects of success. The scholarship for this second year has been awarded to Miss Elizabeth Lee, of Boston. The shop offered another bit of coöperation to art students last November, when it held a week's exhibition and sale of the work of recent graduates of the Art Museum School and of Miss Sacker's. The Director continues to give much time to vocationally advising young art school graduates.

While the Handwork Shop has decreased its deficit this year, it is not yet self-supporting. In an effort to cover the very dull summer months, and so decrease its

HANDWORK SHOP

Combination of "Buying and Selling" with Commission Business

Receipts 1913-1914 $45,713 ····· Employees 20


Maintains a Standard for Women's Work in Needle Arts and Craft Work
Professional Jury Examines All Consigned Goods
4300 Articles Examined in Year 1914 from 1060 Individuals in 19 States
Developing Silver-smithing as a Trade for Women
Second Scholarship Giving 1 Year Apprenticeship to Silversmith held 1914-1915 by Graduate of Art Museum School of Design
Vocational Training
In Gift Shop Management Offered to Properly Qualified Students
Director Interviews and Gives Advice to Art Students and Craft Workers
Selling for 414 Consignors in
Needle Arts
Gift Shop Novelties
Baby Shop $21,618 Business in Twelve Months in 20 x 21 ft.
Outside Work
Annual Antique Sale
Craft Work
Jewelry Table Silver Pottery Baskets Furniture and Toys
Exhibition and Sale, Shoreham Hotel, Washington, D.C.
The Children's Shop, Manchester-by-the-Sea, Summer of 1914
Manufacturing Plant for Children's Clothing
Trade Experience for Students of Normal Class in Needle Arts
Hygienic Conditions and Full Year Employment 8-Hour Day
Original Designs in Children's Garments

yearly loss, a "Children's Shop" was opened July 1st at Manchester-by-the-Sea, in the little shop formerly occupied by the Massachusetts Commission for the Blind. This shop proved a valuable means of advertising the Department and the Union as a whole to people from other parts of the country, and also closed its first season with a small net profit. Altogether the experiment was sufficiently successful so that it will probably be continued next season.

Another effort to make the Department more nearly self-supporting caused the Union to decide, after many months of serious consideration, to raise the percentage of commission for selling goods beginning May 1, 1914, from 20 to 25 per cent, which will just about cover selling costs. This increase in commission now places the consignor's relation with the Department upon a real business basis, the Union acting simply as a commission merchant to dispose of her goods, and eliminates any possibility for a feeling that the consignor is accepting charity.

HAT AND GOWN SHOP

In 1913 the Millinery and Dressmaking Shops of the Union were reorganized under the name of the Hat and Gown Shop, the aim being to provide a well-organized laboratory for normal students. This year there is employed a shop assistant, whose business it is to see that the student has proper work for her development and at the same time that it is done to a trade standard. There was difficulty in keeping the Hat Shop force at work on remunerative product all the year, even though the making of candle-shades, neckwear, sachets, favors, flowers and boxes was introduced in slack seasons. Owing to lack of speed, skill and the keen competition of the factory, only the cost of materials was covered. The problem of yearly employment in the millinery trade has not yet been solved.

FINANCIAL STATEMENT

FOR the four fiscal years closing September 30, 1914, the receipts from all departments (excluding donations, membership dues and miscellaneous income) have been $380,615 in 1910–1911, $420,864 in 1911–1912, $460,226 in 1912–1913, $474,032 in 1913–1914. The increase in receipts has therefore been $40,249 in the second period, $39,362 in the third, and only $13,806 in the last period. This failure to make an advance of about $40,000 is so influenced by fluctuations in the receipts of the various departments and by the restrictions of present accommodations that it is difficult to assign with certainty any external influence, but it is probable that the condition of Boylston Street during the past year has been an important factor in preventing the expansion that could reasonably have been expected in several departments. Since the Union's accommodations could not be expanded, the business departments have been forced to the fullest and most systematic use of their present quarters in order to increase their receipts and make a better showing for the year. The Lunch Department, one of those whose receipts have increased, has by careful organization carried its larger business at practically the same expense; the New England Kitchen has kept increasing expenses slightly under increasing receipts; while the Food and the Handwork Shops have lowered their expenses with their decreasing business. This economy in management has been accomplished, we believe, without impairing efficiency, and has resulted in a contribution from these four departments of $33,409 toward the expense of the social-educational work, which was $52,516. The balance to be met is $19,107, as against $24,889 in the preceding year.

On the whole, the tendency in the social-educational

departments has been toward lower expenses, but this has been accompanied by a lessening in receipts, particularly in the Hat Shop, making the cost of this work $1,741 more than last year. The increase in the contribution from the industrial departments shown above more than covers this, so that the deficit of September 30, 1913, $11,155.39, has been reduced by $5,128.35 on donations of $17,600, instead of the work of the year being just carried by donations of $20,000, which was the original budget. Full details of the income and expenditure by departments are shown on Schedule C of the accompanying report.

The financial report emphasizes at every turn the need of increasing the accommodations of the business departments and of a substantial endowment for affording the necessary capital for their work, as well as for meeting the expense of the social-educational work. During the year only $568 has been added to the Union capital: $500 from the Alice M. Curtis Estate and $68 from the M. C. C. Wilson Estate, bringing the Curtis Fund up to $8,500 and the Wilson Fund up to $500. The available capital as shown on the Balance Sheet (Schedule A) is only $24,000, with the addition of $2,000 borrowed for a term of three years in order to provide the School Lunch equipment needed in establishing a separate plant for that work, for which no Union funds were available.

For several years attention has been called to the fact that the selling expense in the Handwork Shop was greater than the 20% commission charged. In May the commission was raised to 25%; but the remaining five months of the fiscal year are among the dull months, so that the full effect of this increase cannot yet be estimated. The business of this department has been influenced by the operation of the former Children's Clothing Shop as a manufacturing department of

the Handwork Shop and by the opening of a branch shop at Manchester during the summer. The combination of the two departments and the provision for outside selling during the summer season has brought about a better showing for the year, the cost of the two, last year, being $2,304 against $852 this year. It is hoped that further adjustments between the two departments, added to the larger commission, may enable the work to be carried at least without expense to the Union. It should be noted that these departments have probably been most affected by the condition of Boylston Street.

For the first time the Union has had the services of a general Purchasing Agent for all departments, and the experiment has proved a most satisfactory one. It has meant greater economy in buying, the fullest possible use of limited storage accommodations so that the advantages of buying in quantity could be secured to a certain extent, and the saving that arises from having all ordinary supplies and purchases in the charge of one person.

Several of the social-educational departments show an increase in receipts. The Appointment Bureau has received a fee from the Graduate Council of Wellesley College for services in Vocational Counseling; the Research Department has received honoraria from the United States Bureau of Labor for two studies on Women in Dressmaking and in the Boot and Shoe Industry; in the Food Shop fees have been received for lessons in candy making; while the Financial Office shows receipts for services in installing an accounting system in a Woman's Exchange. Most of the educational work, however, is carried at cost or at a heavy expense. This has been true of the New England Kitchen service at the Embankment Tea House. It is hoped that the similar work at Harvard Medical School may be carried on a business basis. The New England Kitchen figures on

Schedule C include a large proportion of business that is carried at cost, or below cost, because of its social-educational service, so that the contribution of this department to the Union cannot be compared with that of any other business department.

In the Hand Workroom and in the Hat and Gown Shops the opportunity for trade training is emphasized, and absence of surplus or even heavy expense is expected. The expense for the Hat Shop is the heaviest. There seems little prospect of making this seasonal business carry itself, unless a secondary trade can be found for the workers in the dull season or the Union violates its principle of continuous employment with paid vacations.

Schedule B shows the operations of the year from the general point of view. The industrial departments have turned in $33,409.26 over their expenses, or 64% of the net cost of the social-educational work; and the receipts from Membership dues have reached the $5,000 mark for the first time. These increased receipts, together with $17,600 in donations, instead of $14,174 as last year, have broken the series of increasing deficits, and the Union is left with $6,027.04 to raise in order to start clear on the work of the coming year. In view of the present business outlook, it seems necessary to keep the $20,000 budget to be raised in donations for the coming year, since the deficit, although reduced, still exists.

REPORT OF THE TREASURER

To the Board of Government
of the Women's Educational and Industrial Union:

I HAVE the honor to present the thirty-sixth annual report of the Treasurer, together with the Auditors' reports, for the year ended September 30, 1914.

HELEN PEIRCE, *Treasurer.*

To the Treasurer and Auditing Committee
of the Women's Educational and Industrial Union:

I HAVE made an examination of the books and records of the Women's Educational and Industrial Union for the twelve months ended September 30, 1914, and hereby certify that the accompanying balance sheet is in agreement with the books, and that the cash and securities called for by the balance sheet were on hand or properly accounted for as of September 30, 1914.

I have also examined the securities held by the Trustees of the Women's Educational and Industrial Union (Inc.), and have seen that the income from the same has been properly accounted for as set forth in the report by the Treasurer of the said corporation.

CHARLES F. RITTENHOUSE, *Auditor.*

As Mr. Charles F. Rittenhouse has been employed from October 1, 1913, to October 1, 1914, to examine the Treasurer's books and accounts for the year ending September 30, 1914, we approve his report and adopt it as our own.

RENTON WHIDDEN,
ALICE A. BURDITT,
Auditing Committee.

SCHEDULE A

BALANCE SHEET, SEPTEMBER 30, 1914

ASSETS

Cash on hand			$3,178.26
Donations Receivable			2,054.81
Accounts Receivable			7,567.75
Insurance Prepaid			1,197.13
Department Inventories and Supplies			18,352.12
Furniture and Equipment:			
264 Boylston Street		$8,349.71	
New England Kitchen		3,125.03	
108 Pleasant Street		4,269.70	15,744.44
Funds:			
Perkins Securities		$6,295.00	
Emergency Loan:			
Cash	$557.21		
Notes Receivable	4,846.63	5,403.84	
Law and Thrift		4,580.20	16,279.04
Total Assets			$64,373.55

LIABILITIES

Accounts Payable			$27,030.07
Notes Payable for School Lunch Equipment			2,000.00
Union Benefit Fund			672.93
Publication Fund			173.61
Accrued Interest, Rent and Pay-roll			244.94
Funds:			
For Designated Purposes:			
Emergency Loan	$5,403.84		
Law and Thrift	4,580.20	$9,984.04	
For General Purposes:			
Invested:			
Perkins Securities		6,295.00	
Capital:			
Caroline A. R. Whitney	$10,000.00		
Alice M. Curtis	8,500.00		
International Trust Co.	5,000.00		
Mehitable C. C. Wilson	500.00	24,000.00	40,279.04
Total Liabilities			$70,400.59

DEFICIT

Deficit September 30, 1914		$11,155.39	
Deduct:			
Net Income for the year ending Sept. 30, 1914		5,128.35	6,027.04
			$64,373.55

SCHEDULE B

STATEMENT OF INCOME AND EXPENSES FOR THE YEAR ENDED SEPTEMBER 30, 1914

Expenses of Social-Educational Departments		$79,877.51*	
Receipts from these Departments		27,360.61	
Net cost of these Departments			$52,516.90
Receipts from Four Industrial Departments	$436,574.96		
Expenses of these Departments	413,261.77*	$23,313.19	
Add :			
Income paid into Union by all Departments for space occupied		10,096.07	
Net Income to Union from Departments			33,409.26
Balance of Yearly Budget to be met			$19,107.64
Income from Other Sources :			
Donations		$17,600.00	
Membership Dues		5,000.00	
Income from Investments		228.00	
Miscellaneous Income		1,407.99	24,235.99
Net Income for the Year			$5,128.35

* Including all charges for rent, heat, light, bookkeeping, depreciation of equipment and janitor's service.

SCHEDULE C

ANALYSIS OF INCOME AND EXPENSES BY DEPARTMENTS

I. INDUSTRIAL DEPARTMENTS

	Lunch	N. E. Kitchen	Food Shop	Handw'k Shop	Total
Receipts	$118,930.76	$158,562.66	$113,597.77	$45,483.77	$436,574.96
Items of Expense :					
Food Supply	$55,931.96	$85,297.06	$5,408.26		$146,637.28
Merchandise			76,404.59	$34,173.99	110,578.58
Salaries	30,960.39	43,836.79	14,789.58	5,527.69	95,114.45
Stationery and Printing	465.11	801.42	233.71	346.42	1,846.66
Advertising	227.28	104.33	172.05	163.22	666.88
Repairs and Renewals	371.82	1,520.61	23.92	14.01	1,930.36
Delivery and Express	6.07	3,262.95	1,378.51	177.61	4,825.14
Laundry	1,883.89	1,184.24	222.30		3,290.43
Fuel	1,603.96	2,095.05			3,699.01
Ice	883.89	1,786.90	10.39		2,681.18
Supplies	388.50	756.38	43.81	37.66	1,226.35
Packing Supplies		1,221.45	1,429.98	173.26	2,824.69
Equipment	1,650.67	1,449.67	77.26	8.95	3,186.55
Sundries	1,229.57	2,355.11	847.68	1,071.64	5,504.00
Overhead Charges	10,720.04*	7,618.54*	6,336.49*	4,575.14*	29,250.21*
Total Expenses	$106,323.15	$153,290.50	$107,378.53	$46,269.59	$413,261.77
Net Profit	12,607.61	5,272.16	6,219.24		23,313.19
Net Loss				785.82	
Per Cent. of Profit or Loss	10.6	3.3	5.5	1.7	5.3

* Includes all charges for rent, heat, light, power, bookkeeping, depreciation and janitor service.

SCHEDULE C

ANALYSIS OF INCOME AND EXPENSES BY DEPARTMENTS

II. SOCIAL AND EDUCATIONAL DEPARTMENTS

	Hand Workroom	Hat Shop	Gown Shop	Sales-manship	Supervision of Practice	App'nt Bureau	Research	Law and Thrift	Social Work	Totals
Receipts	$10,152.97	$4,633.72	$6,523.24	$435.00	$360.00	$3,894.92	$125.00	$449.16	$786.60	$27,360.61
Items of Expense:										
Merchandise	$5,536.01	$2,825.46	$2,372.42							$10,733.89
Salaries	6,196.11	3,532.13	4,277.23	$2,017.75	$1,435.18	$4,788.27	$4,848.49	$2,987.72	$5,883.75	35,966.63
Stationery and Printing	25.00	69.21	57.11	113.78	18.04	219.24	57.15	38.12	147.65	745.30
Postage and Advertising		30.01	12.61	32.44	10.19	462.31	10.65	16.58	191.25	766.04
Legislative Committee								91.63		91.63
Lecture Committee									398.31	398.31
Hospitality and Befriending									19.61	19.61
Membership Expenses									754.67	754.67
Expenses of Fellows							36.19			36.19
Telephone	28.78	18.72	27.05	107.58	33.31	295.89	58.97	153.02	319.06	1,042.38
Sundries	157.58	161.84	101.88	18.81	7.18	119.91	43.29	37.04	144.07	791.60
Overhead Charges	950.87*	1,650.49*	1,567.99*	811.41*	802.07*	1,216.28*	936.17*	402.41*	4,385.44*†	12,723.13*
Totals	$12,894.35	$8,287.86	$8,416.29	$3,101.77	$2,305.97	$7,101.90	$5,990.91	$3,726.52	$12,243.81	$64,069.38
Deduct Inventory of Finished Goods	2,675.08		374.62							3,049.70
Total Departmental Expenses										$61,019.68
Net Expenses	$66.30	$3,654.14	$1,518.43	$2,666.77	$1,945.97	$3,206.98	$5,865.91	$3,277.36	$11,457.21	$33,659.07
General Administrative and Secretarial Expenses, not distributed										18,857.83‡
Net Deficit for Social-Educational Work										$52,516.90

*Includes all charges for rent, heat, light, power, bookkeeping, depreciation and janitor service.
†Includes expenses of Membership and Perkins Hall. ‡Includes expenses of the Library, Children's Players and Food Laboratory.

REPORT OF THE TRUSTEES OF THE BUILDING FUND

NOVEMBER 1, 1913, TO NOVEMBER 1, 1914

INCOME ACCOUNT

Receipts:		
Cash balance at beginning of year		$48.15
Feb. 27, from Treasurer of Women's Educational and Industrial Union		1,530.00
		$1,578.15
Payments:		
Feb. 27, Provident Institution for Savings, interest on mortgage	$1,530.00	
Aug. 12, Treasurer Women's Educational and Industrial Union	48.15	
		1,578.15
Balance on hand November 1, 1914		$00.00

PRINCIPAL ACCOUNT

Real estate on Boylston Street, cost as purchased, with improvements, transferred to the Women's Educational and Industrial Union	$186,356.30

Respectfully submitted,

HENRY H. SPRAGUE, *Treasurer.*

REPORT OF THE TRUSTEES OF THE PERMANENT FUND AND TRUSTEES OF WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, INC.

OCTOBER 1, 1913, TO OCTOBER 1, 1914

INCOME ACCOUNT

Receipts:		
Balance on hand October 1, 1913		$108.50
Income from Permanent Fund:		
October 1, 1913, to April 21, 1914	$990.50	
April 21, 1914, to September 30, 1914	512.50	
		1,503.00
From Helen Peirce, Treasurer		830.00
		$2,441.50
Payments:		
Paid to Helen Peirce, Treasurer	$300.00	
Paid to Helen Peirce, Treasurer	500.00	
Paid to Provident Institution for Savings, interest on mortgage	1,530.00	
Paid to Hill, Smith & Co., account book	2.50	
		2,332.50
Balance on hand October 1, 1914		$109.00

INVESTMENTS

$5,000 Chicago, Burlington & Quincy R. R. General Mtge. 4's, due 1958
$3,000 Northern Pacific & Great Northern R. R. Joint 4's
$4,000 Kansas City, Memphis Ry. & Bridge Co. 5's, due 1929
$3,000 Atchison, Topeka & Santa Fé R. R. General Mtge. 4's, due 1995
$2,000 Atchison, Topeka & Santa Fé R. R. Adj. 4's, due 1995
$2,000 American Tel. & Tel. Co. 4's, due 1929
$1,000 Oregon Short Line R. R. 4's, due 1929
30 shares Fitchburg R. R. Pfd.
18 shares Old Colony R. R.
50 shares Pemberton Building Trust
28 shares Everett Mills
1 share Pepperell Mfg. Co.
4 shares Lowell Bleachery Co.
Cash on hand belonging to Principal $81.18

GEORGE U. CROCKER, *Treasurer.*

REPORT OF THE TRUSTEE OF THE CATHERINE P. PERKINS FUND

OCTOBER 1, 1913, TO OCTOBER 1, 1914

INCOME ACCOUNT

Receipts:*	
4 dividends on 8 shares N. E. Tel. & Tel. Co.	$56.00
Interest on $507.41, principal uninvested, from May 21 to October 29, 1913	8.46
Interest on mortgage, November 22, 1913	90.00
Interest on mortgage, May 19, 1914	78.75
	$233.21
Payments:	
Paid to Women's Educational and Industrial Union	126.46
Balance on hand September 30, 1914	$106.75

PRINCIPAL ACCOUNT

Balance uninvested October 1, 1913	$507.41
Payment on principal of mortgage	100.00
Balance on deposit September 30, 1914	$607.41

STATEMENT OF PRINCIPAL

National Dock Trust, $4,500 in shares at par	$4,500.00
Mortgage	3,500.00
New England Tel. & Tel. Co., 8 shares	1,186.00
Deposited in Franklin Savings Bank	607.41
	$9,793.41

GEORGE A. GODDARD, *Trustee.*

Boston, November 9, 1914.

*No dividends on shares in National Dock Trust.

DONORS

THE Union wishes to express to the following donors its grateful appreciation of their indorsement of its educational and social work. Amounts have been given as follows:

OVER $100

A Friend		$500.00
Anonymous		250.00
Anonymous		300.00
Anonymous		1,432.49
Brooks, Mrs. Shepherd		500.00
Clark, Mrs. Robert F.		500.00
Dawes, Mrs. D. C.		500.00
Filene's, William, Sons Co.		250.00
Jordan Marsh Company		500.00
Kehew, Mrs. Mary Morton		2,500.00
Kehew, Mr. William B.		160.00
Kimball, Miss Hannah P.		500.00
Mason, Miss Ellen F.		500.00
Mason, Miss Ida M.		500.00
Peirce, Mrs. Edward R.		647.00
Peirce, Mr. Edward R.		500.00
Research Fellowships:		
S. D. C.—H. P. K.	$750.00	
Entertainments, for Fellowship Fund	763.91	
		1,513.91
" " general purposes		272.88
		$11,826.28

$100

Anonymous	Fitzpatrick, Mr. Thomas B.
Anonymous	Foss, Mrs. James O.
Briggs, Mrs. L. Vernon	McElwain, Mr. J. Franklin
Brown, Durrell Company	Paine, Mr. William A.
Cary, Miss Georgina S.	Rothwell, Mr. Bernard J.
Cheney, Mrs. Arthur	Stone, Mr. Galen L.
Collamore, Miss Helen	Wellington, Mr. William H.
Converse, Mrs. Costello C.	Whidden, Mrs. Renton
Cotting, Mr. Charles E.	Whidden, Mr. Renton
Fenno, Mrs. L. Carteret	$1,900.00

$10 TO $100

Anonymous	$33.86	Cabot, Dr. Richard C.	$25.00
Anonymous	14.52	Carter, Mrs. John W.	25.00
Ass'n of Tufts Alumnæ	15.00	Davenport, Mrs. G. H.	25.00
Bartol, Miss Elizabeth H.	20.00	Faulkner, Miss Fanny M.	25.00
Baylies, Mrs. Walter C.	25.00	Fenn, Mrs. Harry W.	25.00
Bird, Mrs. Charles S.	25.00	Gray, Miss Isa E.	25.00
Bolles, Mrs. Richard F.	25.00	Hallowell, Mr. F. W.	25.00
Brewer, Miss Eliza	20.52	Harris, Miss Emma G.	25.00

Hayden, Miss M. E.	$20.00
Hayward, Mr. Fred R.	25.00
Higginson, Mrs. Francis L.	25.00
Holbrook, Mr. E. Everett	12.00
Horton, Miss Marjorie	25.00
Howes, Mr. Frank H.	15.00
Interest on Bequest	43.75
Jones, Mr. Jerome	20.00
Kidder, Mrs. Henry P.	25.00
Lamb, Mrs. Horatio A.	25.00
Mason, Miss Fanny P.	50.00
Melvin, Mrs. James C.	25.00
Morison, Mrs. Frank	15.00
Morse, Miss Frances R.	50.00
Peirce, Mrs. I. Newton	25.00
Phinney, Mrs. F. F.	$25.00
Richards, Mrs. Calvin A.	25.00
Richards, Mr. James L.	50.00
Richardson, Mrs. F. L. W.	15.00
Ripley, Mrs. William Z.	20.00
Rogers, Miss Annette P.	25.00
Schlesinger, Mrs. Mary	15.00
Shaw, Mrs. Robert Gould	20.00
Storrow, Miss Elizabeth R.	35.00
Tapley, Miss Alice P.	50.00
Warren, Miss Cornelia	50.00
Webster, Mrs. Edwin S.	20.00
Whiting, Miss Anna M.	25.00
Woolman, Mrs. Mary S.	50.00
	$1,204.65

$10

Ames, Mrs. Hobart
Anonymous
Anonymous
Baker, Mrs. A. T.
Balch, Miss Agnes G.
Beal, Mr. Thomas P.
Black, Mr. George N.
Boit, Mr. Robert A.
Bond, Mrs. Charles W.
Bowditch, Mrs. Charles P.
Bowditch, Mrs. Elizabeth F.
Bowles, Mrs. Francis T.
Brewer, Mr. Edward M.
Brooks, Mrs. Peter C.
Brown, Mrs. Atherton
Brown, Miss Elizabeth B.
Burr, Mrs. I. Tucker
Burr, Miss Lucy W.
Case, Miss Louisa W.
Clark, Mrs. John T.
Codman, Miss Catherine A.
Crane, Mrs. Zenas
Crocker, Mrs. Charles T., Sr.
Crocker, Mrs. George H.
Cummings, Mrs. Charles A.
Currier, Mr. Guy W.
Curtis, Mrs. Charles P.
Dana, Miss Helen
Dana, Miss M. Corinne
Dana, Mrs. Richard H.
Davis, Mrs. D. P.
Dole, Mrs. Charles F.
Dutton, Mrs. Benjamin F.
Elton, Mrs. J. P.
Emmons, Mrs. Robert W., 2d
Ensign, Mrs. Dwight W.
Ernst, Mrs. Carl W.
Estabrook, Mrs. Arthur F.
*Flint, Dr. A. J. Baker
Forbes, Mrs. Alexander
Forbes, Mrs. Frank W.
Forbes, Mrs. Ralph E.
Forbes, Mrs. Roger S.
Forbes, Mrs. Waldo E.
Foster, Mrs. Francis C.
French, Miss Cornelia A.
Fuller, Miss Eliza W.
Gardiner, Mr. Robert
Gardner, Mrs. George P.
Garland, Mrs. H. P.
Gilbert, Mr. J. H. G.
Goodrich, Mrs. James B.
Hammond, Mrs. John Hays
Harwood, Mrs. George S.
Hemenway, Mr. Alfred
Heywood, Miss Helen R.
Hooper, Mrs. James R.
Houghton, Mr. Clement S.
Howe, Miss Fanny R.
Howe, Mr. Henry S.
Howes, Mrs. Frank H.
Howland, Miss Elizabeth K.
Hudson, Mrs. John E.
Hurtubis, Mrs. Francis, Jr.
Ingell, Miss Mary A.
Jenks, Miss Mary F.
Johnson, Mr. Edward C.
Lawrence, Mr. H. Hooper

* Deceased.

Lawrence, Mrs. John
Lawrence, Mrs. William
Lee, Mr. Joseph
Leman, Mr. J. Howard
Loring, Mrs. William Caleb
Lowell, Miss Georgina
Lowell, Miss Lucy
McElwain, Mrs. J. Franklin
Manning, Miss Abby F.
Marland, Mrs. William H.
Mason, Mrs. Charles E.
Mass. Ass'n of Women Workers
Merriman, Mrs. Daniel
Monks, Mrs. Frank H.
Moran, Mrs. Mary H.
Nesmith, Miss Mary
Parker, Miss Eleanor S.
Peabody, Mr. Robert S.
Pierce, Miss Henrietta M.
Preston, Miss Gertrude E.
Proctor, Mr. Charles F.
Proctor, Mrs. James H.
Rantoul, Mrs. Neal
Robbins, The Misses
Roberts, Mrs. Coolidge S.
Robson, Mr. John
Rogers, Mrs. Howard L.
Russell, Mrs. Henry S.
Saltonstall, Mrs. John L.
Saltonstall, Mrs. Richard M.
Sanders, Mrs. William B.
Sanger, Mrs. George P.
Shaw, Mrs. G. Howland
Shaw, Mr. Samuel S.
Shepard, Miss Emily B.
Shreve, Mrs. William P.
Simmons, Miss Elizabeth R.
Smith, Mrs. Joseph N.
Smith, Mrs. Joseph W.
Spalding, Miss Mary A.
Stetson, Mr. James H.
Stone, Mrs. Nathaniel H.
Sullivan, Mrs. T. Russell
Swift, Mr. George H.
Thacher, Miss Elizabeth B.
Thayer, Mrs. Adelbert R.
Tower, Miss Ellen M.
Tucker, Mrs. Alanson
Van Wickle, Miss Marjorie R.
Vaughan, Mrs. Benjamin
Ward, Mrs. May Alden
Warner, Mrs. Joseph B.
Warren, Mr. Albert C.
Warren, Mrs. Bayard
Watkins, Miss Emma C.
Weld, Mrs. Stephen M.
Wilder, Miss Constance P.
Wilder, Miss Margaret G.
Willard, Miss Helen
Woods, Miss Florence
Young, Mrs. Benjamin L.

	$1,290.00
	14,930.93
	$16,220.93
In addition 486 members and friends have contributed in amounts less than $10	1,379.07
	$17,600.00*

Miss Helen F. Kimball has given $100 to the Union's social work, and a further bequest of $68 has been received from the Estate of Mrs. Mehitable C. C. Wilson.

Subsequent to the closing of the donation account for the year, Mrs. Mary C. Jackson, for the fourth time, gave a Trust Fund of $1,000 to be applied to the Emergency Loan Fund.

*Of this amount $11,915.85 was given for designated purposes.

ACT OF INCORPORATION

COMMONWEALTH OF MASSACHUSETTS

BE it known that, whereas, Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay have associated themselves with the intention of forming a corporation under the name of the *Women's Educational and Industrial Union*, for the purpose of increasing fellowship among women, in order to promote the best practical methods for securing their educational, industrial and social advancement, and have complied with the provisions of the statutes of this Commonwealth in such case made and provided, as appears from the certificate of the President, Treasurer and Directors of said Corporation, duly approved by the Commissioner of Corporation, and recorded in this office:

Now, therefore, I, Henry B. Peirce, Secretary of the Commonwealth of Massachusetts, do hereby certify that said Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay, their associates and successors, are legally organized and established as and are hereby made an existing Corporation, under the name of the *Women's Educational and Industrial Union*, with the powers, rights, and privileges, and subject to the limitations, duties, and restrictions which by law appertain thereto.

Witness my official signature, hereunto subscribed, and the seal of the Commonwealth of Massachusetts, hereunto affixed, this twenty-third day of April in the year of our Lord one thousand eight hundred and eighty.

(*Signed*) HENRY B. PEIRCE,
Secretary of the Commonwealth.

FORM OF BEQUEST

I give and bequeath to the WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, in Boston, in the State of Massachusetts, incorporated in the year 1880, its successors and assigns the sum of .....

to be applied to .....

THOMAS TODD CO. PRINTERS
BOSTON, MASS.

WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION

BOSTON MASSACHUSETTS

1915

UNION PUBLICATIONS

STUDIES IN ECONOMIC RELATIONS OF WOMEN ISSUED BY THE DEPARTMENT OF RESEARCH

Longmans, Green & Company, New York, Publishers

Vol. I. Part 1. VOCATIONS FOR THE TRAINED WOMAN. Out of print.
Part 2. VOCATIONS FOR THE TRAINED WOMAN: Agriculture, Social Service, Secretarial Service, Business of Real Estate. By Eleanor Martin, Margaret A. Post, Fellows in the Department of Research of the Committee on Economic Efficiency of College Women, Boston Branch, Association of Collegiate Alumnæ. Prepared under the direction of Susan M. Kingsbury, Ph.D., Director. 1914. Cloth. Price $1.50 and postage. (Wt. 2 lbs.)
Part 3. HOME ECONOMICS AS A VOCATION FOR WOMEN. To be published in 1916.

Vol. II. LABOR LAWS AND THEIR ENFORCEMENT: with Special Reference to Massachusetts. By Charles F. Persons, Mabel Parton, Mabelle Moses, and Three "Fellows." Edited by Susan M. Kingsbury, Ph.D., Director of the Department of Research. Preface by Edwin F. Gay, Ph.D., Harvard University, 1911. Cloth. Price $1.50 and postage. (Wt. 3 lbs.)

Vol. III. THE LIVING WAGE OF WOMEN WORKERS: A Study of the Incomes and Expenditures of 450 Wage-earning Women in the City of Boston. By Louise Marion Bosworth, Fellow in the Department of Research. Edited with an introduction by F. Spencer Baldwin, Ph.D., Boston University. 1911. Cloth. Price $1.00 and postage. (Wt. 2 lbs.)

Vol. V. MILLINERY AS A TRADE FOR WOMEN. By Lorinda Perry, Ph.D., Fellow in the Department of Research. Prepared under the direction of Susan M. Kingsbury, Ph.D., Director. Cloth. Price, $1.50 and postage. (Wt. 2 lbs.)

Women's Educational and Industrial Union, Publishers

Vol. IV. DRESSMAKING AS A TRADE FOR WOMEN. By May Allinson, A.M., Fellow and Associate Director of the Department of Research. Prepared under the direction of Susan M. Kingsbury, Ph.D., Director. Cloth. To be published by United States Bureau of Labor Statistics.

Vol. VI. THE BOOT AND SHOE INDUSTRY AS A TRADE FOR WOMEN. By the Department of Research. Susan M. Kingsbury, Ph.D., Director, May Allinson, Supervisor of the Investigation, Lila Ver Planck North, Editor. Cloth. 1916. Price, 80 cents and postage. (Wt. 2 lbs.)

Vol. VII. INDUSTRIAL HOME WORK IN MASSACHUSETTS. Prepared under the direction of Amy Hewes, Ph.D., Supervisor of the Investigation for the Department of Research. In coöperation with and published by the Massachusetts Bureau of Statistics. 1914. Cloth. Price 80 cents net and postage. (Wt. 2 lbs.)

Vol. VIII. THE PUBLIC SCHOOLS AND WOMEN IN OFFICE SERVICE. By the Department of Research. Prepared under the direction of May Allinson, Associate Director. Published by the Boston School Committee, 1914. Cloth. Price 80 cents and postage. (Wt. 2 lbs.)

Vol. IX. INDUSTRIAL EFFICIENCY OF GIRLS TRAINED IN MASSACHUSETTS TRADE SCHOOLS. By the Department of Research. Prepared under the direction of May Allinson, A.M., and Susan M. Kingsbury, Ph.D., for and to be published by, the United States Bureau of Labor Statistics.

VOCATION SERIES BULLETINS. No. 1, Probation Work; 2, Advertising; 3, Home and School Visiting; 4, Publishing House Works; 5, Poultry Raising; 6, Proofreading; 12, Organizing Charity. Price 10 cents each. Nos. 7, 8, 9, 10, 11, 13 and 14 are now out of print.

EXPENSE ACCOUNT BOOK. (Showing distribution of accounts.) New and improved edition. 1914. Price, 25 cents; by mail, 28 cents.

(These books may be ordered from the Union, or through any bookseller.)

THIRTY-SEVENTH ANNUAL REPORT OF THE WOMEN'S EDUCATIONAL & INDUSTRIAL UNION FOR THE YEAR 1914–1915

264 BOYLSTON STREET, BOSTON
MASSACHUSETTS : : 1915

NEW ENGLAND
KITCHEN
39-41 Charles St.

SCHOOL
LUNCH DEPARTMENT
108-112 Pleasant St.

WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION
264 Boylston Street

MEMBERSHIP

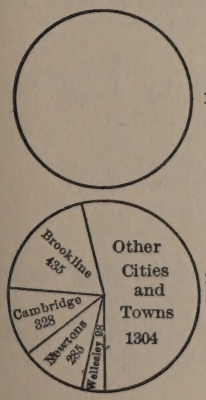
MEMBERSHIP in the Union is a means of expressing interest in its purpose: — To increase "fellowship among women in order to promote the best practical methods for securing their educational, industrial and social advancement."

Any person, man or woman, is eligible to membership on payment of $1 for annual membership, $5 for subscription membership, or $25 for life membership.

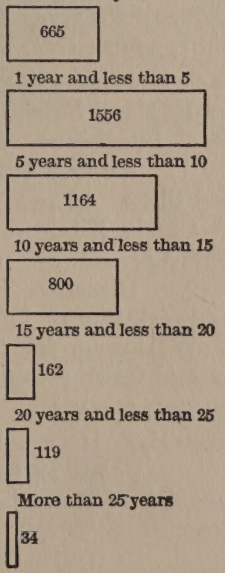
Members are entitled to the use of special lunch and rest rooms and to a checking station for parcels.

Total Members (Oct. 1, 1915)	4500
Annual Members	4044
Subscription	177
Life	279

DISTRIBUTION OF MEMBERS



51% OF UNION MEMBERSHIP HAVE BEEN MEMBERS 5 YEARS OR MORE



DEPARTMENTS OF THE UNION

EDUCATIONAL

- Vocational Training [Pages 24 and 25]
- School of Salesmanship [Pages 26 and 27]
  - Class for Saleswomen
  - Training Class for Teachers
- Research [Page 23]
- Vocational Advice and Appointment [Pages 28 to 30]
  - Appointment Bureau
  - Vocational Advising

SOCIAL SERVICE

- Social Work [Pages 30 and 31]
  - Information Bureau
  - Social Service and Special Employment Room Registry
  - Membership
- Law and Thrift [Pages 32 and 33]
- Reference Library [Page 34]
- Legislative Committee [Page 35]
- Children's Players [Pages 35 and 36]

INDUSTRIAL

- Lunch Rooms [Page 36]
- New England Kitchen [Pages 36 and 37]
- School Luncheons (Supervised by New England Kitchen Director) [Pages 36 and 38]
- Food Shop [Page 39]
  - Candy Kitchen
- Food Laboratory (Supervised by Food Shop Director [Page 39]
- Handwork Shop [Page 40]
  - Workroom for Children's Clothing
- Hat and Gown Shop [Page 36]

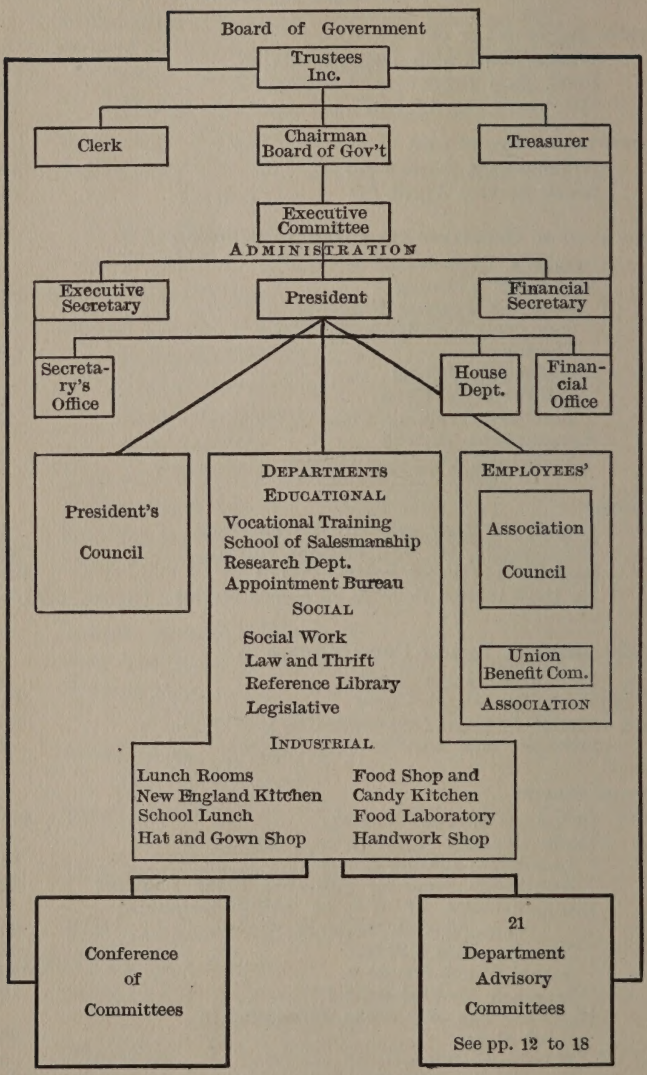
ADMINISTRATIVE

- Secretarial [General summary of the year's work, pages 19 to 22]
- Financial [Financial Statement, pages 41 to 49]
- House

VOLUME OF THE UNION'S SERVICE FOR THE YEAR ENDING OCT. 1, 1915

Direct employment of	
Workers in Union Departments	292
Food Shop Producers	103
Handwork Consignors	414
Employment secured by	
Appointment Bureau for	574
Social Service Agent for	186
Educational Opportunities Given to Students	
Research Department	4
Vocational Training	
Simmons Practice Students	103
Industrial Needle Arts	2
Special	13
Salesmanship School	
Saleswomen's Class	79
Teachers' Training Class	25
Appointment Bureau	
Vocational Guidance Course	3
Advised	
Legally, by Law and Thrift Department	411
Vocationally, by Appointment Bureau	832
Socially, by Social Service Agent	1011
By the Library, through reference service	1512
Aided through Thrift Opportunities	
Emergency Loan Fund	69
Industrial Credit Union	612
Stamp Savings (approximately)	3000
Savings Bank Insurance	22
Other Service	
Reference Library Visitors	4147
Room Registry	
Landladies renting rooms	147
Applicants securing approved living quarters	310
Daily average of persons using restaurant rooms at 264 Boylston Street	858
New England Kitchen	495
School Lunch counters	5500
Harvard Medical School	165
Daily average of persons purchasing in	
Food Shop	386
Handwork Shop	50
New England Kitchen Salesroom	286

ORGANIZATION



ORGANIZATION

BOARD OF GOVERNMENT

Composed of officers of the Union and 15 members (9 permanent) — has the general administration of Union affairs.

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Seven permanent Trustees form a separate charitable corporation to care for the Union's land, buildings and funds.

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Employees collectively as represented by an Employees' Association are recognized in a definite relationship to the Board of Government through the President of the Union. The executive body of the Association, made up of department representatives, is known as the Association Council. A Union Benefit Committee administers for the Association and the Union a Benefit Fund through which payment for absence is made. The Union pays no wages to absent employees except in certain cases, but pays a certain percentage into the Benefit Fund to which employees themselves contribute regular dues.

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The Conference is composed of members of the Board of Government, all members of Union committees, and others invited to membership. It offers an opportunity for the presentation of all phases of Union work and for discussion of related work by specialists.

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Sustain an advisory relation to the Union Departments with which they are connected, concerning themselves with matters of policy and the broader aspects of the work.

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*Abby Morton Diaz	1881–1892
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Mary Schenck Woolman	1913–1914

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Antoinette Roof, *Director, Vocational Training*
Mary Louise Tuttle, *Director, Department of Social Work*
Josephene D. Weymouth, *Director, Handwork Shop*

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1915–1916
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Miss Jeannie S. Gloster, *Simmons College*
Miss Edith M. Howes, *Students' Union*
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Miss Bernice Cannon, *Educational Director, Wm. Filene's Sons Co.*
Miss Susan C. Crampton, *formerly Reference Librarian, Public Library, Tacoma, Washington*
Miss June R. Donnelly, *Library School, Simmons College*
Miss Susan Ginn, *Director, Boston Placement Bureau*
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Mr. Arthur M. Huddell, *American Federation of Labor*

Mr. Harry W. Kimball, *Massachusetts Savings Insurance League*
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Mrs. Mary H. Moran, *Director, New England Kitchen*
Mr. J. Linfield Damon, Jr., *Hotel Thorndike*
Miss Elizabeth M. Goodrich, *Simmons College*
Miss Louise D. Greene, *The Colonial Lunch Room*
Miss Elizabeth McClelland, *The Laboratory Kitchen*
Mr. Howard Marston, *R. Marston & Co.*
Miss Juliana B. Meryweather, *Business Women's Club*
Miss Lucy L. Nichols, *The English Tea Room*
Miss Minnie G. Parker, *R. Marston & Co.*
Mrs. Helen Peirce
Miss Bertha Stevenson, *The Laboratory Kitchen*

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Miss Daisy B. Treen, *Superintendent of School Luncheons*
Mr. Charles W. Parmenter, *Head Master, Mechanic Arts High School, Chairman for Masters' Association*
Mr. Frank V. Thompson, *Assistant Superintendent, Boston School Department*
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Dr. Richard C. Cabot, *Social Service Department, Massachusetts General Hospital*
Miss Isabel Hyams, *Board of Trustees, Boston Consumptives' Hospital*
Dr. Milton J. Rosenau, *Professor of Preventive Medicine and Hygiene, Harvard Medical School*
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Miss Alice Morse
Miss Amy M. Sacker
Miss Florence W. Swan
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Miss Mary H. Brown
Mr. C. Lothrop Higgins
Miss Helen R. Hildreth
Mrs. Mabel McMillan
Miss Mary Orr
Miss Marie Thayer

CONFERENCE OF COMMITTEES

PROGRAM 1915–1916

[November Conference omitted on account of Members' Day, November 9, 1915]

December 13, 1915, The Vocational Training Department

Cooperation between Simmons College and the Women's Educational and Industrial Union
Some Results of the Union's Vocational Training
Miss Antoinette Roof, *Director*, presiding.

The School of Salesmanship
Department Store Education at Home and Abroad
Miss Helen Norton, *Director*, presiding.

January 10, 1916, The Appointment Bureau
Bureaus of Occupation and Their Relation to Vocational Counseling
Miss Mabel Gair Curtis, *Director*, presiding.

February 14, 1916, Department of Research
How Can Boston Working Women be Supplied with Nourishing Food?
Miss Lucile Eaves, *Director*, presiding.

March 13, 1916, The Law and Thrift Department
Thrift Possibilities
Miss Emma L. Fall, *Senior Counsel*, presiding.

The Social Work Department
Its Resources and Opportunities
Miss M. Louise Tuttle, *Director*, presiding.

April 10, 1916, Industrial Departments
Their Contribution to the Union's Educational Work
Mrs. Marie Griggs, *Financial Secretary*, presiding.

GENERAL SUMMARY OF THE YEAR'S WORK

THE year 1914–1915, which has brought before the world crises not dreamed of twelve months previously, has also taxed the best effort and strength of the Union's advisers and workers. Union work is always limited by Union capital, incredibly small when viewed in the light of Union achievement. Yet,— in spite of difficulties due to the unusual conditions of the money market, and a marked increase in the number of women asking opportunities for self-support,— the year has closed with a triumphant sense of obstacles overcome, and with a deeper and surer conviction of the growing importance of women in industry and the absolute necessity of training them for their work.

The Vocational Training Department reports one hundred and twenty-one students who have had the advantage of practice work at the Union, the majority of whom have been regular students at Simmons College. Of these,— two took the Industrial Needle Arts course and thirteen students came at their own request for training in the Candy Kitchen and the Hat and Gown Shop. Three student workers, assigned to the Appointment Bureau, the Food Shop and the Union Lunch Department, are now in responsible positions.

The Department of Vocational Advice and Appointment continued the vocational advising at Mt. Holyoke, Radcliffe, Smith, and Wellesley colleges and will this year extend the work to the Women's College of Brown University. The course of training for vocational advisers was carried through the year, three students completing the course. A fourth student, a member of the Salesmanship Training Class who had been appointed vocational adviser in the high school in Spokane, Washington, was admitted as a hearer for the last half year. All the members of the class are making use of their special training. The Appointment Bureau Research

fellow finished a very creditable study of Ho[redacted] nomics as a Vocation for Women, which is to be published by the Association of Collegiate Alumnæ.

The Research Department, at the request of and on contract with the United States Bureau of Labor, studied "The Industrial Efficiency of Girls Trained in Massachusetts Trade Schools." Their report is to be published by the United States Bureau of Labor. Copies uniform with the Union series will also be issued.

The Bureau of Research made three special studies, namely: "Children at Work in Waltham" for the College Club of Waltham; "Licensed Workers in Industrial Home Work" (an analysis of the records of licensed home workers filed in the office of the Massachusetts Board of Labor and Industries) for the Massachusetts Board of Labor; and "Teachers as Participators in School Planning and School Administration" for the School-Voters' League.

The subject for 1915–1916 is "The Food of Working Women in Boston," which will be studied under the direction of Dr. Lucile Eaves whom the Union welcomes from the University of Nebraska. The State Board of Health will cooperate in directing the study and will publish the completed report. Dr. Eaves succeeds Dr. Kingsbury, the former director, who has been appointed professor of social economy and social research at Bryn Mawr College on the Carola Woerishoffer Foundation.

The School of Salesmanship, ten years old in 1915, reports for the Teachers' Training Class: first,— an increased demand for trained teachers; second,— the first summer session at Simmons College (a class of twelve); and third,— much assistance given by the School in the development of salesmanship instruction in the public schools. This year twenty-eight students have been admitted to the Teachers' Class. This is the largest class in the history of the School. Mrs. Prince,

accepted the position of Educational Director of the National Retail Dry Goods Association, remains Supervisor of the Salesmanship Department and Director of the Teachers' Training Class.

The Food Shop's food laboratory and cake kitchen at 108 Pleasant Street has this year added one more effective shop to the number available for offering practical experience to Simmons College and other students. Under the direction of one of the most successful Food Shop producers, with many years of practical experience, this new laboratory is not only moving toward a sound business basis, but also bids fair to become a helpful agency to Food Shop would-be producers in improving recipes and working out costs.

In spite of the hard year, the Handwork Shop has been self-supporting for the first time in its history. It has also continued to make its contribution to the Union's educational work by supporting the silversmith scholarship for a second year and by holding special exhibits from time to time.

At the invitation of the Harvard Medical School, the New England Kitchen opened a lunch room in one of their buildings in November, 1914. This is being carried on for a second year. During the summer of 1915 the School Lunch plant opened on Pleasant Street in June, 1914, was used as a dairy lunch and proved to be a boon to that congested district. There were many expressions of regret when it was closed at the end of August, owing to the re-opening of the schools. Two new schools have been added so that lunches are now served in eighteen high schools in Greater Boston. The Institutional Management students from Simmons have, as in the preceding year, had the benefit of practice work in the Kitchen and in the Union Lunch Department. The Union has, with deep regret, accepted the resignation of Miss Mildred Barber, for five years the Director of the Lunch Department, who

has become Manager of the Women's City Club of Boston.

The Law and Thrift Department reports a decided increase in its thrift activities, due to an increase in the Industrial Credit Union and the taking over of the Stamp Savings Society of Boston by the Union.

The Hat and Gown Shop maintained its usual activity as a business shop, offering practice work to the students of the Industrial Needle Arts Course and to some special students.

The Library has been used by nearly ten thousand readers, many of whom have received information or reference service. In addition, the librarian has served as secretary of the Legislative Committee. The Union's legislative work for the year has been largely campaign activity and information service. Four bills were endorsed,— active support being given to two, one of which passed (the Arlington Street Subway Bill).

The Social Work Department has cared for four thousand, five hundred members,— hospitably welcoming all who came to the Wednesday evening lectures given by Mrs. Ward and to the special entertainments. The special employment agent has filled two hundred and ninety-one orders and given advice and helpful suggestions to many more applicants. Through the efforts of the Room Registry, the Professional Home Makers' Club has been started.

The Union once more looks hopefully to the future. Its wants are many, for the needs of the community are great, but its courage and faith are even greater.

NOTE: Members of the President's Council will be glad to explain the work of the Union to women's clubs and other organizations.

EDUCATIONAL WORK

RESEARCH DEPARTMENT

For the Year Ending Sept. 30, 1915.

The Year's Study

"Industrial Efficiency of Girls Trained in Massachusetts Trade Schools."

Made for the U. S. Bureau of Labor Statistics, and to be published by this Bureau.

Object: — To ascertain to what extent these trade schools have enabled their pupils to enter skilled trades; to continue in them; and to earn adequately increasing wages.

FIELD OF STUDY

1. Trade schools for girls and Evening Industrial Schools in Boston, Cambridge, Worcester.
2. Industries for which the schools train.

SPECIAL STUDIES MADE FOR OUTSIDE ORGANIZATIONS

Subject	Organization for whom made	Investigator
Vocational Study of Minors leaving Waltham schools in past three years to go to work.	Waltham College Club.	Margaret Abels, A.M., University of Wisconsin.
* Licensed Workers in Industrial Home Work in Mass.	Mass. Board of Labor and Industries.	Susan M. Kingsbury, Ph.D., Columbia University, and Mabelle Moses, A.M., Radcliffe College.
Teachers as Participators in School Planning and School Administration.	School - Voters' League of Boston.	Lila Ver Planck North, A.B., Bryn Mawr.

* This study was made the basis of House Bill 1882 — "An Act to Regulate Industrial Home Work." Bill failed to pass.

Research Subject, 1915–1916.

The Food of Working Women in Boston.

Director: Lucile Eaves, Ph.D., Columbia University.
Assistant Director: Louise Moore, A.B., Wellesley College.
Fellows for 1915–1916:
Irene G. Farnham, A.M., Northwestern University.
Ora Harnish, A.M., University of Wisconsin.
May R. Lane, A.B., Mt. Holyoke College.

VOCATIONAL TRAINING DEPARTMENT

THIS Department was established in 1911 to make available, opportunities for practical training and experience through the business departments of the Union. A survey of the work for the year ending September 30, 1915, follows:

I. Business Experience in Union Departments to Supplement Simmons College Training.

No. of Students	Courses Represented	Union Departments
59	Secretarial	Secretary's Office Financial Office Appointment Bureau
20	Institutional Management	Union Lunch Rooms Food Shop New England Kitchen School Lunch
7	Technical Sewing	Hat Shop Gown Shop
5	Household Economics Needle Arts (Seniors)	Children's Clothing Workroom
5	Household Economics (Seniors)	School Lunch
4	Library	Library
3	Special — Needle Arts	Hat and Gown Shop Children's Clothing Workroom

103 Simmons College students have had business experience in Union Departments.

II. Industrial Needle Arts Course

Offered by the Union to train teachers of sewing trades.

Open to women with teaching or trade experience.

Two students graduated June, 1915.

Present positions now held by these students:

1. Sewing Teacher, Grammar School, Providence, R. I.
2. Head of Dressmaking Dept., Girls' Industrial School, Newark, N. J.

III. Special Students

Gaining trade experience in Union Shops as indicated:

3 Trade Workers in Millinery	Hat Shop
3 Teachers of Sewing	Gown Shop
7 Students	Candy Kitchen

IV. Student Workers

Young women gaining practical experience in Union departments on a stated salary and allowed time for a related course in some nearby college. Their work is supervised from the educational standpoint by Vocational Training Director.

Union Depts. Employing	College or School Represented	Positions now held
Appointment Bureau	Mt. Holyoke	Secretary to Union's Executive Secretary
Food Shop	Simmons	Division Supt. Laboratory Kitchen Boston
Lunch Rooms	Boston Y. W. C. A.	Manager Lunch Dept., Y. M. C. A., Waterville, Me.

121 women have received this year business experience under the supervision of the Vocational Training Department.

Director: — Antoinette Roof.

SCHOOL OF SALESMANSHIP
1905–1915

Conducted by the Union in cooperation with Simmons College and an Advisory Committee of representatives from the following seven stores: —

William Filene's Sons Company,
Gilchrist Company,
C. F. Hovey Company,
Jordan Marsh Company,
Shepard Norwell Company,
E. T. Slattery Company,
R. H. White Company.

Since the Salesmanship School has just completed its tenth year, it seems of interest to cast a backward glance over its history. In the survey given below are included certain outside events which must be recognized in measuring the growth and influence of the work.

Ten Years' Survey

1905 School Organized — Class to train saleswomen.

1906 Lucinda W. Prince appointed Director.
Advisory Committee of Cooperating Store Representatives formed.

1908 Cooperating Stores send regular employees as pupils, with no reduction in wage.

1909 Teachers' Training Class organized.

1911 Simmons College cooperates with Union in conduct of Teachers' Training Class.

1912 First Salesmanship Course is introduced in Girls' High School, Boston,— taught by teacher trained in Union School, and supervised by the Union's School.

1913 School's Director becomes also Director of Salesmanship in Boston Public Schools.

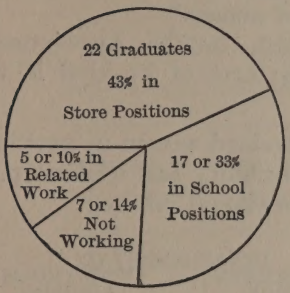
1914 Salesmanship Courses introduced in 9 Boston High and Continuation Schools. Taught by teachers trained in Union's School.

1915 School receives significant endorsement in appointment of its Director, Mrs. Prince, as Educational Director for the National Retail Dry Goods Association. Mrs. Prince continues as Supervisor of Union's School and Director of Teachers' Training Class.
First Summer Course in Salesmanship at Simmons College.
Largest Normal Class enrolled in September, 1915 — 28.
Helen R. Norton becomes Director of School.

THE TEACHERS TRAINING CLASS

Present Occupation and Salary of Graduates 51

Occupation



Location

Store Positions	School Positions
Atlanta	Boston
Baltimore	Cincinnati
Boston	Milwaukee
Cincinnati	New York
Cleveland	Rochester
Columbus	Waterbury
Denver	
Harrisburg	
Indianapolis	
Johnstown Pa.	Related Work
Milwaukee	
Newark	Cleveland
New York	Hartford
San Francisco	Kalamazoo
Toledo	New York
Youngstown O.	Spokane

Present Salaries of 44 Graduates at Work

SALARIES	TOTALS	STORE POSITIONS	SCHOOL POSITIONS	RELATED WORK
$900 to $1000	1	1	0	0
$1000 to $1200	10	3	7	0
$1200 to $1500	10	7	2	1
$1500 to $1800	13	7	4	2
$1800 to $2000	4	1	1	2
$2000 and over	3	3	0	0
	41*	22	14*	5

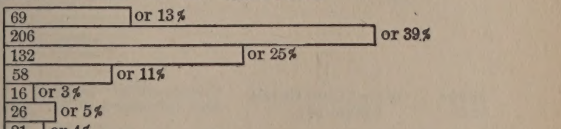
*3 are paid by hour and not included

THE CLASS FOR SALESWOMEN

Graduates 1914 - 1915 - 79

Total Graduates 1905 - 1915		678
*Married and not now in store work	15%	100
*In other work	7%	50
Still in store work	78%	528

Present Wages of 528 Graduates



48% were receiving $9 and over, more than a year in advance of the $8.50 minimum wage ruling effective Jan. 1, 1916.

*Estimated

°Estimated upon returns from 47% of Graduates seen Dec. 1914.

DEPARTMENT OF VOCATIONAL ADVICE AND APPOINTMENT

ESTABLISHED 1877 as the Business Agency: — "To devise ways and means for the exercise of ability in any direction on the part of women."

Reorganized January, 1910, to the Appointment Bureau, so far as known the first of its kind in the United States.

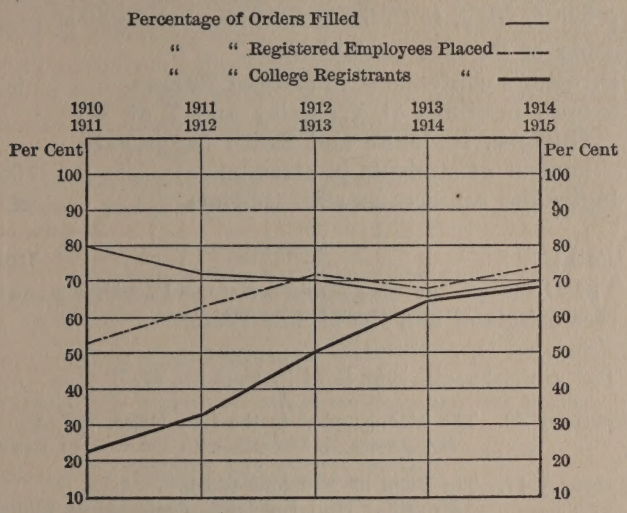
Purpose: — I. To place trained women in positions of responsibility and leadership.
II. To give vocational advice.

FIVE YEARS' SURVEY

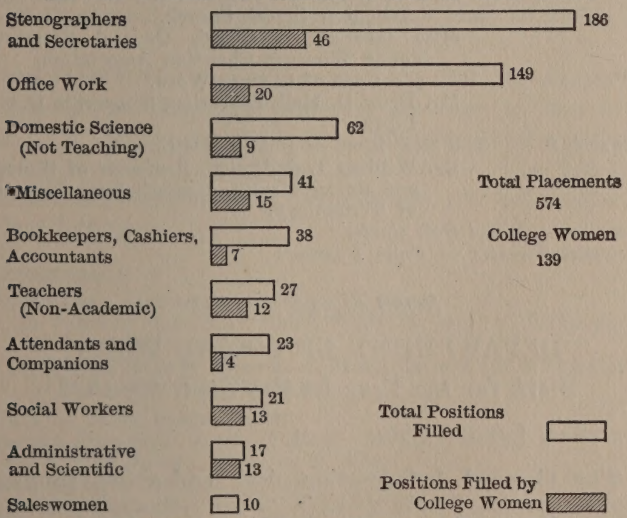
	DIRECTORS	DEVELOPMENT OF PLACEMENT WORK	DEVELOPMENT OF VOCATIONAL ADVISING
1910–1911	Laura Drake Gill	(The Appointment Bureaus in other cities listed below follow in plan the Union's Bureau and all cooperate in placement work.)	Vocational Committee formed representing Union and Boston Branch, Association of Collegiate Alumnæ. Vocation Bulletins published (14).
1911–1912	Florence Jackson	New York Intercollegiate Bureau of Occupations organized. Philadelphia Bureau of Occupations.	Series of Professional Opportunities Conferences held at Union. (Continued annually since.)
1912–1913		Chicago Collegiate Bureau of Occupations. Cooperating Committees formed by Association of Collegiate Alumnæ throughout country.	Regular Conferences by Appointment Bureau Director arranged at three Mass. colleges. (Number since increased to four.)
1913–1914			"Vocations for the Trained Woman," Part 2, published,— Agriculture, Social Service, Secretarial Service Business of Real Estate. Vocational Guidance Course established.
1914–1915	Mabel Gair Curtis (1915–16)	Cooperating Committees increased to 41. New Bureaus opened in Richmond, Los Angeles, Pittsburgh. "News Notes" published ten times yearly by all the Bureaus through Union's Appointment Bureau.	Study of "Home Economics as a Vocation for Women," completed and to be published by A. C. A.

APPOINTMENT BUREAU

Five Year Comparison of Orders Filled and Number of Placements



Analysis of Placements Oct. 1, 1914 to Oct. 1, 1915
Showing Number of College Women in each Group


Stenographers and Secretaries 186 46
Office Work 149 20
Domestic Science (Not Teaching) 62 9
*Miscellaneous 41 15
Bookkeepers, Cashiers, Accountants 38 7
Teachers (Non-Academic) 27 12
Attendants and Companions 23 4
Social Workers 21 13
Administrative and Scientific 17 13
Saleswomen 10
Total Placements 574
College Women 139
Total Positions Filled
Positions Filled by College Women

*1 Designer, 1 Librarian, 1 Rent Collector, 1 Newspaper Woman, 2 Nurses, etc.

THE APPOINTMENT BUREAU'S VOCATIONAL ADVISING

October 1, 1914, to October 1, 1915,— A Typical Year.

Number of Persons advised by —

Director's conferences in office of Bureau	610
3 open meetings at Wellesley and 7 at Mt. Holyoke, Radcliffe and Smith (aggregate number of students in attendance)	1056
Individual conferences with students	222
Total	1888

The Director has also spoken before 17 other groups in New England and the Middle West.

Professional Opportunities Conferences

The annual series was held in Perkins Hall

February 10. The Stenographer in the Law Office.
Mr. James E. Carroll, with the firm of Ropes, Gray, Boyden and Perkins.

February 17. The Field of Religious Work.
Dr. Eliza Hall Kendrick, Professor of Biblical History, Wellesley College.
Miss Harriet E. Johnson, Parish Assistant, Arlington Street Church.
Miss Harriet A. Broad, General Secretary Young Women's Christian Association.

February 24. Pros and Cons of Library Work.
Mr. Drew B. Hall, Librarian, Somerville Public Library.

March 3. The New Field of Public Health.
Dr. William T. Sedgwick, Professor of Biology and Public Health, Massachusetts Institute of Technology.

Director: — Mabel Gair Curtis
Assistant Director: — Faith Foxcroft

SOCIAL SERVICE

DEPARTMENT OF SOCIAL WORK

Work for the Year Ending Sept. 30, 1915

GENERAL INFORMATION

The General Information desk endeavors to meet helpfully every visitor or telephone inquirer, and to

supply information or aid if it cannot be regularly secured from some other department. Information relating to social agencies in the city and to lectures, entertainments and church services of all denominations is kept on file and it is the Union's desire to increase steadily the usefulness of this bureau.

Social Service Agent's Work

Women placed in positions	186
Includes	
29 physically handicapped	
23 students provided with part-time work	
Persons befriended in various ways	282
Persons seen once, advised and sent to other agencies	729
Total number assisted	1197

Through the women placed in positions and the persons befriended *486 families have been aided.*

Service to Outside Organizations

68 Organizations have used Perkins Hall and Union Committee Rooms

19 Organizations have used Perkins Hall 76 times.

Room Registry

The Room Registry continues to offer to men and women a directory of the best boarding and rooming houses in the city and nearby suburbs. The list includes some apartments. All houses are investigated before listing.

Membership

Wednesday Evening Lectures for Members.

10 Talks by Mrs. May Alden Ward, 1st and 3d Wednesdays, November 4 to March 17.

10 Travel Talks by Mrs. M. A. Moore, 2d and 4th Wednesdays, November 11 to March 24.

Director: Mary Louise Tuttle
Assistant Director: Jessie C. Hall
Social Service Agent: Florence R. King
Room Registrar: Ida M. Brown
House Superintendent and Membership Clerk: Lena S. Lincoln

LAW AND THRIFT

Summary of work for year ending Sept. 30, 1915

I. Legal Aid

This year, in addition to legal assistance rendered to those who could pay little or nothing, the department has given legal aid, especially in probate matters, to women in moderate circumstances who have paid in proportion to their means.

SUMMARY OF CASES

Number pending Oct. 1, 1914	57	
New, Oct. 1. 1914, to Oct. 1, 1915	354	
Total cases handled during year		411
Date of Settlement		
Within 1 month	311	
Within 2 months	25	
Within 3 months	7	
Within period over 3 months	6	
Cases pending Oct. 1, 1914, settled	11	
Total cases settled during year		360
Pending Oct. 1, 1915		51

Classification of Cases

Assignment of Wages	Landlord and Tenant
Conditional Sales	Larceny (Civil rights as well as Criminal)
Contracts	
Criminal Cases	Loans
Domestic Relations	Property — real and personal
Estates — Deceased or Incompetent Persons	Probates
Fraudulent Advertising	Torts
Investments and Credit	Drawing legal documents
Insurance	Establishment of legal rights
Labor Laws	

A senior in Boston University Law School was given practical experience in this branch of the department's work.

II. Thrift

The Department is laying more and more emphasis upon the advantages of saving, with the result that several borrowers from the Emergency Loan Fund have joined the Credit Union after full repayment of their loan to the Fund. It is hoped that it will become the frequent custom for stamp savings depositors also to become Credit Union members.

II THRIFT

INDUSTRIAL CREDIT UNION

MEMBERSHIP

612
279 Women
333 Men

5 SECTIONS

A section assumes special responsibility for loans made to its members and receives stated earnings on same

Edison Light Co.
(3 Sections)
Women's Union
Social Service

BUSINESS

227 Loans amounting to $16,148	Assets $24,307	Earnings $1,122

GROWTH

	Membership	Assets	Net Earnings
1912	262	$3,737.59	$124.12
1913	452	9,334.47	451.03
1914	549	16,835.38	941.21
1915	612	24,307.00	1,084.98

STAMP SAVINGS

In April, 1915, the Union took over the work of the Stamps Savings Society of Boston

STATIONS

90 Active in Boston and New England 8 are directly conducted by the Union

BUSINESS

Deposited 1914 - 1915 $31,968.09

No. of transactions 3436

Deposits in 6 largest stations	
Dorchester House	$ 724
Eliz. Peabody "	924
Rox. Neighborh'd	1774
Telephone Exch.	3977
South End House	7271
Women's Union	3357

EMERGENCY LOAN FUND

Amount of Fund, Oct. 1, 1914	$5403.04	LOANS	
By Gifts	1300.00	Made during year	69
Interest on loans & bank balance	344.16	To Students	12
Amount of Fund, Oct. 1, 1915	7047.20	Outstanding Oct. 1, 1915	81

SAVINGS BANK INSURANCE

Policies in force, Oct. 1, 1914	17
New Policies written during year	5
Premiums collected	$797.

Senior Counsel: Emma L. Fall
Associate Director and Counsel: Charlotte A. Perkins

REFERENCE LIBRARY

IN September, 1910, the Union opened a special library devoted to women's vocations and women in industry. The Library is open freely to the public, both men and women, whether members of the Union or not. Students and research workers find particularly helpful the collection of up to date pamphlet publications of investigations of women's work. A new line of work undertaken this year is legislative reference service on social welfare subjects, particularly those relating to women and children.

Library Material

Books	700
Current Periodicals	125
Pamphlets	3000

Library Use

1914–1915 and 1913–1914

	1914–1915	1913–1914	Increase
Visitors (Union workers not included)	4,147	3,981	4%
Students	2,762	1,423	44%

Reference Service 1914–1915

Requests Involving Research	
Reference	1,512
Reading lists	231

Organizations Assisted

24 Boston Organizations, including 3 State Depts., 1 City Dept., 6 Newspapers, and 13 Social Societies.

59 Organizations in other cities classified as follows:

Libraries (Requests chiefly for reading lists)	21
Colleges and Universities	18
Schools	6
Societies	11
Magazines	3

Librarian: Ethel M. Johnson

LEGISLATIVE COMMITTEE

Summary of work for year ending September 30, 1915.

Bills Endorsed

The following four measures were endorsed by the Union:

Senate Bill 353: — To establish a state Board of Immigration. (Referred to next General Court.)

House Bill 1110: — To regulate public and private employment offices through a State Bureau of Employment under the State Board of Labor and Industries. (Given leave to withdraw.)

House Bill 1882: — To regulate industrial home work. (Referred to next General Court.)

House Bill 372: — To provide for an additional Boylston Street Subway station at Arlington Street. (Passed.)

Information Service

For the first time this year a special effort was made to have on file in the Library copies of social welfare bills for the current year, together with a selected list, 1910–1914; also a number of legislative reference books.

It is proposed for the coming year to bring this service to the attention of other organizations, thus building up a public legislative reference library on social welfare subjects, principally those relating to women and children.

CHILDREN'S PLAYERS DEPARTMENT

THE Children's Players Department completed in May, 1915, a real season of weekly entertainment for children, beginning with four performances of "Yellow Bird," a Salem historical play at the Wilbur Theatre in November; followed by weekly Saturday morning motion pictures in cooperation with Tremont Temple; and ending with three performances of a prize play, "The Moving House," at the Shubert Theatre. The motion pictures aroused interest all over the country and the letters asking for information as to how good films for children may be secured show that the motion picture problem is a general one. The plays were per-

haps more successfully presented than ever before, but the response of the public to the plays and the pictures was not sufficiently large to make the Union feel that it could, for this coming year at least, continue this department which, although undeniably valuable, is somewhat outside the scope of its work in general.

INDUSTRIAL DEPARTMENTS

LUNCH DEPARTMENT

THIS Department has felt the effects of general business depression, the changes in the Boylston Street car lines and increased competition and is not able to show this year its increased gain of 1914 over previous years. Its net income this year has been a normal $7821. The Department has continued its effective laboratory service to students.

Director: Hanna H. DeWees
Assistant Director: Mary F. Eager.

NEW ENGLAND KITCHEN

The activities of the New England Kitchen are shown on the chart, page 37. Recently the City Board of Health has inspected this department and rendered a most satisfactory rating of 100%.

SCHOOL LUNCHEONS

The work of the School Lunch Department is also graphically described on page 38.

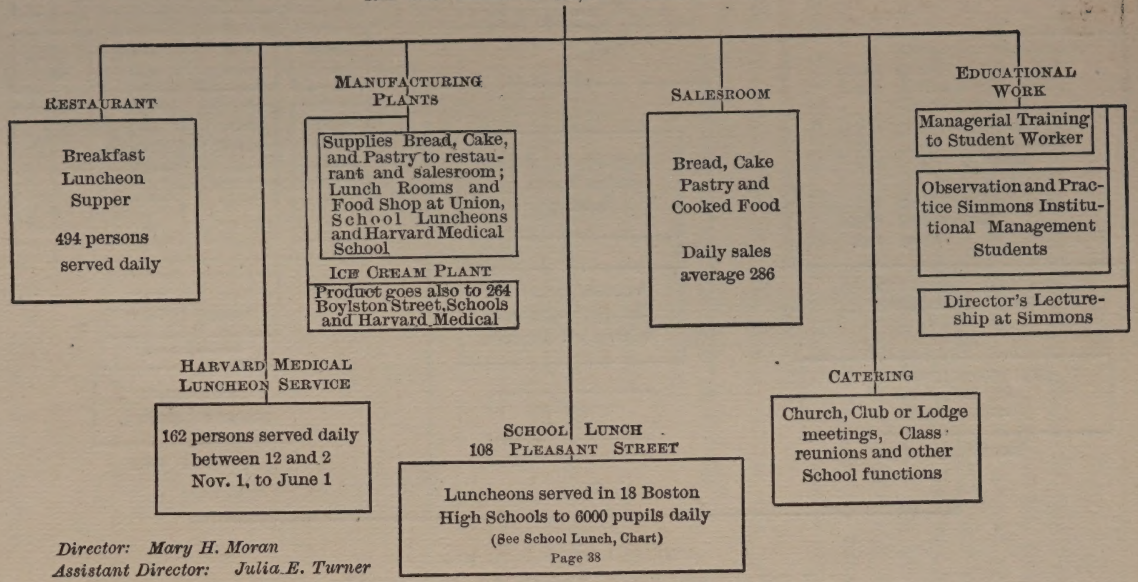
HAT AND GOWN SHOP

On account of the educational value of this Shop to the Vocational Training Department, and through that department to Simmons College, it has seemed wise to continue the work even though the Shop still shows a loss in both branches. The loss is smaller than that of the previous year and it is hoped that the Department will in the coming year very nearly attain self-support.

Director: Florence Amidon.

NEW ENGLAND KITCHEN 39 - 41 CHARLES STREET

1914 -1915 RECEIPTS $82,620 EMPLOYEES 59


RESTAURANT
Breakfast
Luncheon
Supper
494 persons
served daily
MANUFACTURING PLANTS
Supplies Bread, Cake, and Pastry to restaurant and salesroom; Lunch Rooms and Food Shop at Union, School Luncheons and Harvard Medical School
ICE CREAM PLANT
Product goes also to 264 Boylston Street, Schools and Harvard Medical
SALESROOM
Bread, Cake
Pastry and
Cooked Food
Daily sales
average 286
EDUCATIONAL WORK
Managerial Training to Student Worker
Observation and Practice Simmons Institutional Management Students
Director's Lectureship at Simmons
HARVARD MEDICAL LUNCHEON SERVICE
162 persons served daily between 12 and 2
Nov. 1, to June 1
SCHOOL LUNCH
108 PLEASANT STREET
Luncheons served in 18 Boston High Schools to 6000 pupils daily
(See School Lunch, Chart)
Page 38
CATERING
Church, Club or Lodge meetings, Class reunions and other School functions

Director: Mary H. Moran
Assistant Director: Julia E. Turner

SCHOOL LUNCH DEPARTMENT

108 - 112 Pleasant Street

The Schools

Luncheons served in 18 schools

- Boys' Latin
- Brighton High
- Charlestown High
- High School of Commerce
- Dorchester High
- Dorchester Annex
- East Boston High
- English High
- English Annex
- Girls' High
- Girls' Latin
- Hyde Park
- Mechanic Arts
- Normal School
- Roxbury High
- Roxbury Latin
- South Boston High
- West Roxbury High

The Service

60 Paid Employees

150 Students receive lunch for assisting at Lunch Counters

2 Motors
5 Express wagons
deliver lunches daily

Educational

Lunch Room management practice work to Simmons Seniors in Household Economics

The Students

6000 Students served per day between 11.30 and 12.45

Amount of Food Consumed Daily

1800	Rolls
2600	Sandwiches
100	Quarts of Soup
230	" " Milk
280	" " Cocoa
145	" " Ice Cream
500	Orders of Dessert (custard, pudding, etc.)
650	Apples and Bananas
1200	Orders of Hot Food (creamed fish, beef-stew etc.)

Director: Mary H Moran

Superintendent: Daisy B. Treen

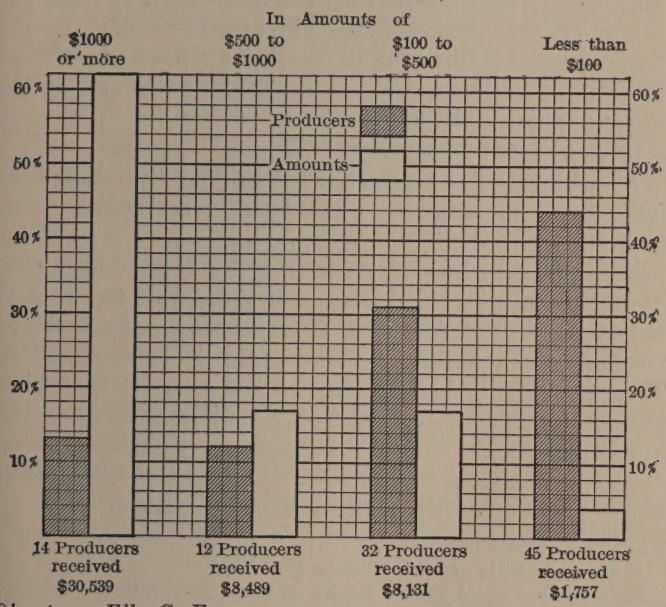
FOOD SHOP

PERHAPS the most interesting phase of the Food Shop's history for the year ending September 30, 1915, is the purchase of the business of one of its largest producers, Mrs. Elizabeth Cushing, in July, 1915, and her appointment as superintendent of the Food Laboratory at 108 Pleasant Street. During the summer the Food Shop conducted a tea room and food salesroom at Magnolia in conjunction with the Handwork Shop. Through the Candy Kitchen a carefully planned series of lessons has been offered to students.

Producers employed by the Shop during the year have numbered 103.

DISTRIBUTION OF AMOUNTS PAID PRODUCERS

103 Producers received $48,916



Director: Ella C. Emerson
Assistant Director: Caroline D. Higgins
Associate Director, Food Laboratory: Elizabeth E. Cushing
Sanitary Inspector: Letitia Douglas Adams, M.D.
Professional Adviser: Maria Howard Hilliard

HANDWORK SHOP

For the Year ending Sept. 30, 1915.

THE Handwork Shop has been entirely self-supporting this year for the first time in its 35 years of existence. It has paid all its expenses, including overhead charges of $5722 and a scholarship of $350, and has turned into the Union treasury toward the expenses of non-earning departments a profit of $1340. This good showing is chiefly due to increased sales of children's clothing made in the Workroom, and to the fact that the 25 per cent. commission on consigned goods more nearly covers their selling costs.

Total Receipts for year, $46,459.
40% of total business was done in "Baby Room."
Baby Room space, 20 x 21 sq. feet.

Gift Shop Receipts $27,717.	Baby Room Receipts $18,742

A summer shop conducted in the Foster Cottage on Lobster Lane, Magnolia, helped to advertise the entire Union.

The silversmith scholarship awarded for the first time in 1913, was divided this year between two recent Art Museum graduates,— Miss Elizabeth Lee, the first six months; Miss Catherine Pratt, the last five months. This scholarship has now served the purpose for which it was started, namely, to discover whether silversmithing is a practical vocation for women. The experience of the three young women who have held the scholarship seems to answer this question affirmatively.

SPECIAL EXHIBITIONS

1. For students of Miss Blanche Colman.
2. For Miss Sybil Foster, holder of first silversmith scholarship.
3. Department Sale at Northampton.
4. Department Sale at Wellesley.

Director: Josephene D. Weymouth
Assistant Director: Edith W. Fisher
Assistant Director in charge of Children's Clothing Workroom: Mary L. Faye
Professional Adviser: Alice Morse

TREASURER'S REPORT, FISCAL YEAR, 1915

THE total amount of business handled for the fiscal year ending September 30, 1915, amounted to $501,-753.18. Of this amount the industrial departments brought in $460,156.09 and the expenditures totaled $456,140.63, making a net cash income of $4015.46. In this statement all departments which bring in money through sales are considered as industrial, and these figures are not exactly comparable to those in former published reports. The departments contributed as follows: Lunch, $7821.26; Food Shop, $3235.37; Handwork Shop, $1340.59, less those which have run with a deficit, New England Kitchen and its departments, $1215.51; Food Laboratory, $3092.26; Hat Shop, $2744.68; Gown Shop, $1329.31.

The Social-Educational Departments have been run at an expense of $40,381.75. Receipts in these departments have amounted to $8941.27, making a net cost of $31,440.48. General administration has cost $11,-593.75, making the total expense to be met, $43,034.23.

To meet this expense we have the net income from the industrial departments, $4015.46, charges to departments for space occupied, $11,149.74; the donations for the year, $15,689.76; membership dues, $4897.00; income from investments, $294.00; miscellaneous income, $966.75, making a total of $37,012.71. This leaves a deficit for the operations of the year, October 1st, 1914, to September 30th, 1915, of $6021.52, which together with the deficit October 1st, 1914, $6027.04, makes an accumulated deficit of $12,048.56.

The Lunch Department and New England Kitchen have suffered from a decreased attendance, in addition to a marked drop in the average amount of each check and a general increase in the price of food commodities. The receipts of the Food Shop dropped seriously during the earlier part of the year, but the percentage of

decrease has been growing less during the last five months. The Handwork Shop in connection with its workroom for children's clothing has had an unusually satisfactory year and for the first time since the department has carried its overhead expense a net profit was made. This is the first complete year's operation with a 25% charge for the sale of consigned goods, and while the extra 5% has helped to reduce the loss on such sales, the selling cost is still somewhat in excess of the charge made and an actual loss has been suffered on these goods.

The School Lunch Department from its new plant on Pleasant Street has continued to serve lunches for the High Schools of Greater Boston at a nominal cost and with a small net income for the year.

The Food Laboratory as originally organized proved too expensive, but its new organization under the management of Mrs. Cushing, a former Food Shop producer, is already proving advantageous. The deficit in this department this year is attributable to the first experiment. For the coming year it is safe to predict that in addition to its educational work, the laboratory will be able to carry itself and contribute financially to the amount needed to meet the expenses of the Social-Educational work.

The Appointment Bureau has received $600.00 for vocational counseling from Mt. Holyoke, Radcliffe, Smith and Wellesley Colleges, and also some donations from Boston Alumnæ Clubs. The Research Department has collaborated with the United States Bureau of Labor in a study for which it was paid $750.00, and for studies made for the State Board of Labor and Industries and other agencies has received a total of $1170.90.

There has been added to the capital of the Union this year $750.00 from the Alice M. Curtis Estate, making the total Curtis Fund $9250.00 and the Union

operating capital $24,750.00. This capital is far from adequate to finance the volume of business done and is at present augmented by loans of $9500.00. Last year's report mentioned $2000.00 borrowed for the equipment of the School Lunch Department. During this year $1000.00 of this loan has been donated and the note cancelled by a friend.

Mrs. Mary C. Jackson has this year contributed $1300 as a Trust Fund to be applied to the Emergency Loan Fund. This, together with interest earned during the year makes the total Emergency Loan Fund $7047.20.

REPORT OF THE TREASURER

To the Board of Government
of the Women's Educational and Industrial Union:

I HAVE the honor to present the thirty-seventh annual report of the Treasurer, together with the Auditor's reports, for the year ended September 30, 1915.

HELEN PEIRCE,
Treasurer.

To the Treasurer and Auditing Committee
of the Women's Educational and Industrial Union:

I HAVE made an examination of the books and records of the Women's Educational and Industrial Union for the twelve months ended September 30, 1915, and hereby certify that the accompanying balance sheet is in agreement with the books, and that the cash and securities called for by the balance sheet were on hand or properly accounted for as of September 30, 1915.

I have also examined the securities held by the Trustees of the Women's Educational and Industrial Union (Inc.), and have seen that the income from the same has been properly accounted for as set forth in the report by the Treasurer of the said corporation.

CHARLES F. RITTENHOUSE,
Certified Public Accountant, Auditor.

As Mr. Charles F. Rittenhouse has been employed from October 1, 1914, to October 1, 1915, to examine the Treasurer's books and accounts for the year ending September 30, 1915, we approve his report and adopt it as our own.

ALICE A. BURDITT,
RENTON WHIDDEN,
Auditing Committee.

SCHEDULE A

Consolidated Balance Sheet, Women's Educational and Industrial Union and the Trustees of the Women's Educational and Industrial Union, Inc. September 30, 1915

Assets

Current Assets			
Union Cash:			
In Bank and on Hand		$2,443.61	
Petty Cash Funds		1,267.75	$3,711.36
Union Benefit Cash			1,023.18
Accounts Receivable			7,293.90
Donations Receivable			418.66
Inventories (Schedule B)		16,670.46	
Less: Publications Reserve		548.46	16,122.00
Library			393.15
Deferred Charges to Supplies			2,784.95
Insurance Premiums Prepaid			935.27
Interest Prepaid on Notes Payable Discounted			67.78
Food Laboratory Good Will			2,100.00
Real Estate and Equipment			
Real Estate (Appraised Value)		315,000.00	
Less: Mortgage Payable		68,000.00	
Equity in Real Estate			247,000.00
General Equipment:			
No. 264 Boylston Street	$9,795.34		
Food Laboratory	1,394.71		
New England Kitchen	3,531.88		
School Lunch	2,921.77	17,643.70	
Less: Reserve for Depreciation		1,468.88	16,174.82
Fund Investments			
Permanent Fund in Hands of Trustees		30,950.18	
Perkins Securities		6,295.00	
Emergency Loan:			
Cash	364.78		
Notes Receivable	6,682.42	7,047.20	
Law and Thrift		4,580.20	48,872.58
Total Assets			

Liabilities

Current Liabilities			
Accounts Payable:			
Trade Creditors		$24,326.27	
Other Creditors		2,500.00	$26,826.27
Notes Payable			9,500.00
Accrued Interest on Notes Payable			12.50
Pay Roll Accrued			6.05
Accrued Rent			108.33
Funds			
Permanent Fund in Hands of Trustees		30,950.18	
Emergency Loan		7,047.20	
Law and Thrift		4,580.20	
For Temporary Purposes:			
Union Benefit	1,089.52		
Publications	705.96		
App. Bureau Scholarship	75.00	1,870.48	
For General Purposes:			
Invested:			
Perkins Securities		6,295.00	50,743.06
Total Liabilities			$87,196.21
CAPITAL			
Invested in Real Estate		$247,000.00	
Operating Capital:			
Caroline A. R. Whitney Fund	$10,000.00		
M. C. C. Wilson Fund	500.00		
Alice M. Curtis Fund	9,250.00		
International Trust Co. Fund	5,000.00	24,750.00	271,750.00
Total Liabilities and Capital			$358,946.21
DEFICIT			
Operating Deficit, October 1, 1914		$6,027.04	
Add: Net Expense for the year Ended September 30, 1915		6,021.52	12,048.56
			$346,897.65

SCHEDULE B

Expenses of Social-Educational Departments *		$51,975.50 †	
Receipts of these departments		8,941.27	
Net cost			$43,034.23
Receipts from six industrial departments *	460,156.09		
Expenses of these departments	456,140.63 †	4,015.46	
Add:			
Income for space occupied		11,149.74	
Net income to Union from departments			15,165.20
Balance of yearly budget to be met			27,869.03
Income from other sources:			
Donations		15,689.76	
Membership dues		4,897.00	
From investments		294.00	
Miscellaneous Income		966.75	21,847.51
Net deficit for the year			$ 6,021.52

* This is the first schedule printed with the new classification:

Social-Educational		Industrial	
Salesmanship	Research	Lunch	Food Laboratory
Supervision of Practice	Law and Thrift	New England Kitchen	Handwork Shop and Handwork Room
Appointment Bureau	Social Work	Food Shop	Hat and Gown Shop

† Includes all charges for rent, heat, light, power, bookkeeping, depreciation of equipment and janitor service.

SCHEDULE C

ANALYSIS OF INCOME AND EXPENSES BY DEPARTMENTS

I. INDUSTRIAL DEPARTMENTS

	Lunch	N. E. Kitchen	Food Shop	Food Lab.	Hand-work	Hand Workroom	Hat Shop	Gown Shop	Total
Receipts	$111,385.86	$173,463.78	$102,020.80	$5,705.25	$46,499.38	$10,713.94	$3,526.96	$6,840.12	$460,156.09
Items of Expense:									
Food Supply	53,352.07	98,211.14	4,051.20						155,614.41
Merchandise			69,755.78	3,683.90	31,507.29	3,847.66	1,953.80	2,163.91	112,912.34
Salaries	31,383.88	47,525.51	13,649.21	2,989.37	6,313,17	6,065.30	2,663.71	4,464.36	115,054.51
Stationery and Printing	367.97	787.05	393.60	12.21	246.22	22.20	39.60	26.76	1,895.61
Advertising	273.62	39.55	141.86		120.56		19.29	18.01	612.89
Repairs and Renewals	327.66	1,260.79	70.20	75.28	73.59	18,26	8.22	6.82	1,840.82
Delivery and Express		4,347.85	1,449.41	38.25	210.97		11.67	11.01	6,069.16
Laundry	1,812.60	1,373.03	243.94						3,429.57
Fuel	1,675.92	2,345.57	12.26	115.36					4,149.11
Ice	800.34	1,764.97	21.91	114.19					2,701.41
Supplies	499.51	1,086.06	124.37	30.57	101.56	78.73	4.64	48.15	1,973.59
Packing Supplies		1,135.98	1,226.50	296.95	307.73	10.75	24.73		3,002.64
Equipment	1,536.42	2,284.72	44.11	224.24	41.51				4,131.00
Sundries	1,149.00	2,656.57	1,033.43	80.68	781.94	156.70	133.03	109.13	6,100.48
Overhead Charges	10,385.61*	9,860.50*	6,567.65*	1,136.51*	4,983.53*	985.06	1,412.95*	1,321.28*	36,653.09*
Total Expenses	$103,564.60	$174,679.29	$98,785.43	$8,797.51	$44,688.07	$11,184.66	$6,271.64	$8,169,43	$456,140.63
Net Income	7,821.26		3,235.37		1,811.31				4,015.46
Net Expense		1,215.51		3,092.26		470.72	2,744.68	1,329.31	
Per Cent. of Income or Expense	.7%	.7%	3.2%	54.2%	3.9%	4.4%	77.8%	19.4%	.9%

* Including all charges for rent, heat, light, power, bookkeeping, depreciation of equipment and janitor service.

SCHEDULE C [*Concluded*]

ANALYSIS OF INCOME AND EXPENSES BY DEPARTMENTS

II. SOCIAL AND EDUCATIONAL DEPARTMENTS

	Salesmanship	Sup. of Practice	App. Bureau	Research	Law and Thrift	Social Work	Total
Receipts	$967.50	$195.00	$4,114.93	$1,920.91	$605.37	$1,074.30	$8,878.01
Items of Expense:							
Salaries	$2,357.41	$1,179.31	$5,704.47	$6,462.36	$2,969.14	$6,242.43	$24,915.12
Stationery and Printing	160.54	20.70	178.44	127.82	39.33	63.79	490.62
Postage and Advertising	53.19	8.24	311.03	21.04	33.70	353.42	780.62
Legislative Committee					58.90		58.90
Lecture Committee						297.11	297.11
Hospitality and Befriending						10.75	10.75
Membership Expense						838.81	838.81
Expenses of Fellows				81.95			81.95
Telephone	125.93	32.78	299.90	88.53	85.51	282.23	914.88
Sundries	34.12	50.31	323.06	45.40	17.16	142.90	612.95
Overhead Charges	984.48*	705.99*	1,223.88*	886.90*	494.99*	4,426.50* †	8,722.74*
Total Expenses	$3,715.67	$1,997.33	$8,040.78	$7,714.00	$3,698.73	$12,657.94	$37,824.45
Net Expenses	$2,748.17	$1,802.33	$3,925.85	$5,793.09	$3,093.36	$11,583.64	$28,946.44
General Administrative and Secretarial Expenses, not distributed							$14,087.79‡
Net Deficit for Social-Educational Work							$43,034.23

* Includes all charges for rent, heat, light, power, bookkeeping, depreciation of equipment and janitor's service.
† Includes expenses of Membership and Perkins Hall.
‡ Includes expenses of the Library.

REPORT OF THE TRUSTEES OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, A CHARITABLE CORPORATION ORGANIZED UNDER THE LAWS OF MASSACHUSETTS,

APRIL 17TH, 1914

ASSETS

Land & Buildings, No. 260–264 Boylston St., Boston, at assessed value, 1913 .			$315,000.00
Securities transferred by the Trustees of the Permanent Fund of the Women's Educational & Industrial Union, as follows, at market values April 21st, 1914: —			
$5,000.	Chicago, Burlington & Quincy R. R. Gen. Mtg. 4's, due 1958, @ $94	$4,700.00	
$3,000.	Northern Pacific & Great Northern R. R. Joint 4's, @ $97 . .	2,910.00	
$4,000.	Kansas City, Memphis Ry. & Bridge Co. 5's, due 1929, @ $94½	3,780.00	
$3,000.	Atchison, Topeka & Santa Fe R. R., Gen. Mtg. 4's, due 1995, @ $96	2,880.00	
$2,000.	Atchison, Topeka & Santa Fe R. R. Adj. 4's, due 1995, @ $88	1,760.00	
$2,000.	American Telephone & Telegraph Co. 4's, due 1929, @ $89 . .	1,780.00	
$1,000.	Oregon Short Line R. R. 4's, due 1929, @ $92	920.00	
30 shrs.	Fitchburg R. R. Co. Pfd., @ $81	2,430.00	
18 "	Old Colony R. R. Co., @ $153 .	2,754.00	
50 "	Pemberton Building Trust, @ $60	3,000.00	
28 "	Everett Mills, @ $113	3,164.00	
3 "	Pepperell Mfg. Co., @ $97 . .	291.00	
4 "	Lowell Bleachery Co., @ $125 .	500.00	
	Cash belonging to Principal . .	81.18	30,950.18
			$345,950.18

LIABILITIES

Mortgage Notes held by Provident Institution for Savings	$68,000.00

INCOME ACCOUNT from October 1st, 1914, to October 1st, 1915

Balance on hand October 1st, 1914 . . .		$ 109.00
Receipts:		
From dividends and interest	$1,481.00	
From Helen Peirce, Treasurer	1,625.00	3,106.00
		$3,215.00
Payments:		
Interest on mortgage for $68,000.00 on estate No. 260–264 Boylston St., for one year ending August 30th, 1915	$3,060.00	
Insurance on estate No. 260–264 Boylston St.	52.56	3,112.56
Balance Income on hand October 1st, 1915		$ 102.44

GEORGE U. CROCKER, *Treasurer.*

REPORT OF GEORGE U. CROCKER, TRUSTEE UNDER THE 3RD CLAUSE OF WILL OF CATHERINE P. PERKINS, FOR THE BENEFIT OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION

INCOME ACCOUNT

Receipts:		
4 dividends on 8 shares N. E. Tel. & Tel. Co.	$ 56.00	
Interest on mortgage, 1 yr. to May 19th, 1915	157.50	$213.50
Payments:		
Raymond & Gordon, legal services in the matter of appointment of a new trustee	$ 50.00	
Women's Educational & Industrial Union . .	160.00	210.00
Balance, October 1st, 1915		$ 3.50

The Principal of the Trust is invested as follows:—

8 shares New England Telephone & Telegraph Co.

45 shares National Dock Trust.

$3,500. Mortgage Note, secured by mortgage on estate, No. 4 Hartford St., Dorchester.

$612.48. Deposit in the Franklin Savings Bank.

GEORGE U. CROCKER, *Trustee.*

DONORS

The Union wishes to express to the following donors its grateful appreciation of their endorsement of its educational and social work.

Amounts have been given as follows:

OVER $100

Anonymous		125.00
Brooks, Mrs. Shepherd		200.00
Employees' Association and Friends		250.00
Wm. Filene's Sons Company		250.00
A Friend		1,000.00
Jordan Marsh Company		500.00
Kehew, Mrs. Mary Morton		1,829.85
Kimball, Miss Hannah P.		500.00
Mason, Miss Ellen F.		500.00
Mason, Miss Ida M.		500.00
Peirce, Mr. Edward R.		500.00
Peirce, Mrs. Edward R.		600.00
In Memory of Helen H. Thompson		300.00
Estate of Sarah W. Whitney		150.62
Research fellowships		
* Dawes, Mrs. D. C.	500.00	
Kehew, Mrs. Mary Morton	400.00	
Kimball, Miss Hannah P.	500.00	
Receipts from Surrette Lecture	100.00	1,500.00
		$8,705.47

$100

Anonymous
From a Former Employee
Briggs, Mrs. L. Vernon
Cary, Miss Georgina S.
Converse, Mrs. Costello C.
Cotting, Mr. Charles E.
Downing, Miss Agnes F.
Fitzpatrick, Mr. Thomas B.
Hubbard, Mrs. C. W.
Kehew, Mr. William B.
Paine, Mr. William A.
Rothwell, Mr. Bernard J.
Stone, Mr. Galen L.
Wellington, Mr. William H.
Wigglesworth, Mr. George

$1,500.00

$10 TO $100

Ames, Mrs. J. B.	$50.00	Bartol, Miss Elizabeth H.	25.00
Anderson, Mrs. Larz	20.00	Baylies, Mrs. Walter C.	25.00
Anonymous	50.00	Bolles, Mrs. Richard F.	20.00
Anonymous	25.00	Bowditch, Mrs. Charles P.	25.00
Anonymous	25.00	Bowditch, Miss Olivia Y.	25.00
Anonymous	21.17	Brown, Mrs. Atherton	25.00
Assistant Directors' Club	15.00	Brown Durrell Company	25.00
Bacon, Mr. Charles F.	20.00		

* Deceased.

Cabot, Dr. Richard C.	25.00
Case, Miss Louisa W.	25.00
Chase & Sanborn	25.00
Clark, Mrs. Robert F.	50.00
Colfelt, Mrs. Rebecca McM.	50.00
Conrad, Mr. Sidney S.	25.00
Crane, Mrs. Zenas	20.00
Crocker, Mrs. Edward S.	25.00
Curtis, Mrs. Charles P.	50.00
De Normandie, Mrs. Robert L.	25.00
Dexter, Mrs. Wirt	25.00
Dutton, Dr. Julia M.	50.00
Emmons, Mrs. R. W., 2d	15.00
Faulkner, Miss Fanny M.	15.00
Fenno, Mrs. L. Carteret	50.00
Forbes, Mrs. Frank W.	15.00
Foster, Mrs. Francis C.	20.00
Freeman, Mrs. James G.	25.00
Gilchrist Company	50.00
Goodrich, Mrs. James B.	20.00
Grandin, Mrs. J. Livingston, Jr.	25.00
Hallowell, Mr. Frank W.	25.00
Harwood, Mrs. George S.	25.00
Higginson, Mrs. A. Henry	20.00
Hodder, Mrs. Mahalie	14.38
Houghton, Miss Elizabeth G.	50.00
Howland, Miss Elizabeth K.	15.00
Hunnewell, Mr. Walter	50.00
Iasigi, Mrs. Oscar	15.00
Ingell, Miss Mary A.	15.00
Jones, Mr. Charles H.	50.00
Jones, Mr. Jerome	20.00
Kimball, Mrs. David P.	50.00
Kimball, Miss Helen F.	50.00
Lindsey, Mrs. William	15.00
Mason, Miss Fanny P.	50.00
Merriman, Mrs. Daniel	20.00
Morse, Miss Frances R.	50.00
Peirce, Mrs. I. Newton	25.00
Pickman, Mrs. Dudley L.	50.00
Prince, Mrs. Morton	55.00
Richards, Mrs. C. A.	25.00
Ripley, Mrs. William Z.	20.00
Roberts, Mrs. Coolidge S.	15.00
Rogers, Miss Annette P.	20.00
Rogers, Mrs. Jacob C.	25.00
Rousmaniere, Mrs. Edmund S.	25.00
Saltonstall, Mrs. Richard M.	20.00
Saltonstall, Mrs. Robert	25.00
Schlesinger, Mrs. Mary	15.00
Sears, Mrs. J. Montgomery	25.00
Shattuck, Mrs. George H.	50.00
Simons, Mrs. Mary E.	15.00
Smith, Mrs. Joseph N.	25.00
Stockton, Mr. Howard	25.00
Storrow, Miss Elizabeth R.	25.00
Streeter, Mrs. Edward C.	15.00
Tapley, Miss Alice P.	50.00
Thayer, Mrs. A. R.	25.00
Upham, Miss Susan	25.00
Van Brunt, Mrs. Charles	25.00
Warner, Mrs. Roger Sherman	50.00
Warren, Miss Cornelia	50.00
Watkins, Miss Emma C.	15.00
Weld, Mrs. Charles G.	25.00
Whidden, Mrs. Renton	50.00
Whiting, Miss Anna M.	25.00
Wilder, Miss Margaret G.	20.00
Williams, Mrs. S. P.	15.00
Wolbach, Mrs. S. Burt	25.00
Young, Miss Fanny	20.00
	$2,480.55

$10

Ames, Mrs. Hobart
Anonymous
Austin, Mrs. Calvin
Bacon, Mrs. Paul V.
Balch, Miss Agnes G.
Bartol, Mrs. John W.
Beal, Mrs. Boylston
Beal, Mr. Thomas P.
Blake, Dr. Clarence J.
Boit, Mr. Robert A.
Bond, Mrs. Charles W.
Bowditch, Mrs. Elizabeth F.
Bowditch, Mrs. N. I.
Brewer, Mr. Edward M.
Brewer, Mrs. Joseph
Brigham, Mr. Lincoln F.

Brown, Miss Elizabeth B.
Bullard, Miss Katherine E.
Burr, Miss Lucy W.
Campbell, Mrs. Charles M.
Carter, Mrs. John W.
Cobb, Mr. Melville L.
Codman, Miss Catherine A.
Crane, Mrs. F. G.
Cummings, Mrs. Charles A.
Currier, Mr. Guy W.
Dalton, Mrs. Charles H.
Dana, Miss Helen
*Dawes, Mrs. D. C.
Dean, Mrs. Charles A.
Dillenback, Mr. Henry B.
Dole, Mrs. Charles F.
Elton, Mrs. J. P.
Emery, Mrs. Frederick L.
Ensign, Mrs. Dwight W.
Ernst, Mrs. Carl W.
Estabrook, Mrs. Arthur F.
Evans, Mrs. Glendower
Fay, Miss Elizabeth B.
Fay, Mrs. H. H.
Fenn, Mrs. Harry W.
Fisher, Miss Annie E.
Forbes, Mrs. Alexander
Forbes, Mrs. Ralph E.
Forbes, Mrs. Waldo E.
Forbes, Mrs. William H.
French, Miss Cornelia A.
Frothingham, Mrs. Paul Revere
Fuller, Miss Eliza W.
Gardiner, Mr. Robert H.
Gardner, Mrs. George P.
Garland, Mrs. H. P.
Goldthwait, Mrs. Joel E.
Gray, Mrs. Morris
Hartshorn, Mrs. G. T.
Hatfield, Mrs. H. K.
Hemenway, Mr. Alfred
Hemenway, Miss Clara
Heywood, Miss Helen R.
Hooper, Mrs. James R.
Howe, Mr. Henry S.
*Hudson, Mrs. John E.
Inman, Miss Ivy F.
James, Mr. George Abbot
Jenks, Miss Mary F.
Jewett, Miss Alice N.
Johnson, Mr. Edward C.
Johnson, Miss Harriet E.
Joslin, Mrs. Elliott P.
Judd, Mrs. Curtis J.
Kidder, Mrs. Henry P.
Lee, Mr. Joseph
Lee, Mrs. Joseph
Leman, Mr. J. Howard
Loud, Mrs. Joseph P.
Manning, Miss Abby F.
Minot, Mrs. Robert S.
Moran, Mrs. Mary H.
Morison, Mrs. Frank
Neal, Mrs. James A.
Parker, Mrs. Frederick
Parker, Mr. Walter E.
Perry, Miss Anna L.
Phinney, Mrs. F. F.
Pierce, Miss Henrietta M.
Ream, Mrs. N. B.
Rice, Miss Annie T.
Rice, Mrs. N. W.
Ripley, Mrs. Ellor C.
Robson, Mr. John W.
Rogers, Mrs. Howard L.
Russell, Mrs. Henry S.
Sanders, Mrs. William B.
Sanger, Mrs. George P.
Shaw, Mrs. G. Howland
Shaw, Mrs. Robert G.
* Shaw, Mr. Samuel S.
Shepard, Miss Emily B.
Shillaber, Mrs. Charles P.
Simmons, Miss Elizabeth R.
Spalding, Miss Mary A.
Stearns, Mrs. F. W.
Swift, Mr. George H.
Thacher, Miss Mary DeW.
Thorne, Mrs. Samuel, Jr.
Tucker, Mrs. Alanson
Tyler, Mrs. John F.
Vaughan, Mrs. Benjamin
Walton, Mrs. A. G.
Ward, Mrs. May Alden
Warren, Mr. Albert C.
Warren, Mrs. Bayard
Webster, Mrs. Edwin S.
Weeks, Mrs. John W.
Weld, Mrs. Stephen M.
West, Mrs. Charles A.

* Deceased.

Whitten, Mrs. G. R.
Willard, Miss Helen
Wood, Mr. William M.
Wright, Mrs. Vernon A.
Young, Mrs. B. L.

$1,210

In addition 791 members and friends have contributed in amounts less than $10 $1,793.74

$15,689.76 *

Acknowledgment is also made for the following contributions for special purposes:

Capital Fund	
By the will of Alice M. Curtis	$750.00
Publication Fund	
Mrs. Mary Morton Kehew	500.00
Anonymous for designated purpose	456.86
Emergency Loan Fund	
Mrs. Mary C. Jackson	300.00
Union Red Cross work	
Mr. Renton Whidden	50.00
Appointment Bureau Scholarship 1916	
Smith College Alumnæ Association, Boston Branch	50.00
Bryn Mawr Alumnæ Association, Boston Branch	25.00
Association of Tufts Alumnæ	15.00
Appointment Bureau Scholarship 1915	
Anonymous	5.00

* Of this amount $3,367.89 was given for designated purposes.

ACT OF INCORPORATION

COMMONWEALTH OF MASSACHUSETTS

BE it known that, whereas, Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay have associated themselves with the intention of forming a corporation under the name of the *Women's Educational and Industrial Union,* for the purpose of increasing fellowship among women, in order to promote the best practical methods for securing their educational, industrial and social advancement, and have complied with the provisions of the statutes of this Commonwealth in such case made and provided, as appears from the certificate of the President, Treasurer and Directors of said Corporation, duly approved by the Commissioner of Corporation, and recorded in this office:

Now, therefore, I, Henry B. Peirce, Secretary of the Commonwealth of Massachusetts, do hereby certify that said Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay, their associates and successors, are legally organized and established as and are hereby made an existing Corporation, under the name of the *Women's Educational and Industrial Union,* with the powers, rights, and privileges, and subject to the limitations, duties, and restrictions which by law appertain thereto.

Witness my official signature, hereunto subscribed, and the seal of the Commonwealth of Massachusetts, hereunto affixed, this twenty-third day of April in the year of our Lord one thousand eight hundred and eighty.

(*Signed*) HENRY B. PEIRCE,
Secretary of the Commonwealth.

FORM OF BEQUEST

I give and bequeath to the WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, in Boston, in the State of Massachusetts, incorporated in the year 1880, its successors and assigns the sum of_____
to be applied to_____

WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION
HISTORY

The italic capitals in parenthesis at the end of the lines indicate closely related activities.

YEAR	EDUCATION	INDUSTRY	SOCIAL SERVICE
1877	ORGANIZED. DR. HARRIET CLISBY, FOUNDER AND FIRST PRESIDENT. ROOMS TAKEN AT 4 PARK STREET. CHARTER MEMBERS, 40.		
	END OF 1ST YEAR: — MEMBERS, 400. GUARANTEED FUNDS, $185. BALANCE IN TREASURY, $87. EMPLOYEES, NONE.		
	"Culture Classes" (*A*). Hygiene Committee (*D*).	Business Agency (*B*).	Social Affairs Committee (*C*) — with Sub-Committees, Hospitality (*C1*); Library and Free Reading Room for Women (*C2*); Agency of Direction (*C3*); Relief Visiting (*C4*); Lectures (*C5*) and Entertainments (*C6*). Moral and Spiritual Development Committee (*E*).
1878		Food Sales (*I*) and Handwork (*F*) Departments. (Commission sale of home work.)	1 Protective Committee — free legal advice to women (*G*).
1880	INCORPORATED. NEW QUARTERS TAKEN AT 157 TREMONT STREET.		
1881	ABBY MORTON DIAZ, SECOND PRESIDENT.		
1883	NEW QUARTERS TAKEN AT 74 BOYLSTON STREET.		
1884			2 Befriending Committee (*C4*). ("*to serve as a medium of exchange between persons needing help and the proper sources of assistance.*")
1885		"Domestic Service" (*H*). (*D*).	
1886		Lunch Room for Working Women on Providence St. (*J*).	
1888	MOVED TO 264 BOYLSTON STREET. THEN NUMBERED 97 AND 98 BOYLSTON STREET.		
1891		Boylston Street Lunch Room (*J*).	
1892	MARY MORTON KEHEW, THIRD PRESIDENT.		
			Lecture Committee (*C5*).
1895	Industrial Classes in Dressmaking and Millinery (*A*).	Employees' Rest Room (*J*). (*C*).	3 Ethics Committee *organized from Moral and Spiritual Development Committee* (*E*).
1896			Hospitality Committee *organized from Social Affairs Committee* (*C1*).
1897	School of Housekeeping (*A*)	4 Domestic Reform League *reorganized from Domestic Service Bureau* (*H*). (*D*).	Junior Workers Club (Young girls, mostly cash and bundle girls) *organized by Befriending Committee.* Continued until 1907 (*C4*).
1902	School of Housekeeping *transferred to* Simmons College (*A*).		
1903	Sanitary and Industrial Conditions Committee, a joint committee with Mass. State Federation of Women's Clubs, *organized from Hygiene Committee* (*D*).	Members' Lunch Room (First Room) (*J*). Employees' Lunch Room (*J*).	
1904	Inter-Municipal Committee on Household Research (*D*). Class Department.— Trade Class in Hat-Making, Class Shop, General Classes, Dressmaking and Millinery for Home Workers (*A*).		Social Extension Committee *organized from Hospitality Committee* (*C1*). Massachusetts Association for Promoting Interests of Adult Blind *organized from Ethics Committee* (*E*). Age Pensions Committee *organized from Ethics Committee* (*E*).
1905	Trade Class in Machine-Made Hat Frames (1 year only) and Trade Class in Salesmanship added to Class Department (*A*).	Afternoon Tea and Supper (*J*).	Room Registry (*organized in connection with Business Agency; transferred to Social Work Department in* 1907) (*C3*).
1906	Salesmanship School takes definite shape from Trade Class in Salesmanship. Lucinda W. Prince, Director Trade Training Department. Store Advisory Committee formed (*A*). Organized from Class Department — Trade School Shops, Millinery and [illegible] in cooperation [illegible] *work done by various departments, including Sanitary and Industrial Conditions Committees and Inter-Municipal Committee on Household Research, Protective Committee and Domestic Reform League* (*D*). Committee on Industrial Conditions of Women and Children, *new name of Sanitary and Industrial Conditions Committee* (*D*).		Legal Aid Department (*organized from Protective Committee* (*G*). Social Service Department *organized from Social Extension and Befriending Committees* (*C* and *C4*).
1907		New England Kitchen (*L*) and School Luncheons *transferred to* Union (*M*).	Legislative Committee (*D* and *G*).
1908		Food Shop purchases outright from producers instead of on commission (*I*). Members' Lunch Room (Second Room) *takes place of Providence St. Lunch Room* (*J*).	Age Pensions Committee dissolved; Chairman appointed to State Commission on Age Pensions (*E*). Union Vacation House at Squantum. Continued for two years (*C*).
1909	Salesmanship Teachers' Training Class (*A*). Industrial Training Department, *new name for Trade Training Department.* Trade School Teachers Training Class added. Dressmaking Shop added (*A*).		Social Work Committee *takes over Lecture work* (*C5*).
1910	Appointment Bureau *organized from Business Agency* to place trained women and to give vocational advice (*B*). "Vocations for the Trained Woman," first book published by Research Department. For complete list of publications see inside of front cover.	Domestic Reform League closed. (See Annual Report for Jan., 1911) (*H*). Candy Kitchen started by Food Shop (*I*).	Law and Thrift Department *organized from Legal Aid* (*G*). Industrial Credit Union *organized in connection with Law and Thrift Department* (*G*).
1911	Vocational Training Department *organized from Industrial Training* (*A*) *Department.* Simmons College cooperates with Vocational Training Department and Salesmanship School (*A*).		Reference Library on Women's Vocations (*C2*). Children's Players Department (*C6*).
1912	Simmons College makes laboratory use of Union Departments (*A*).	Hat and Gown Shop, *organized from Millinery and Dressmaking Trade School Shops* (*A*). Handwork Shop *takes over* Children's Clothing Shop (*F*).	
	MARY SCHENCK WOOLMAN, FOURTH PRESIDENT.		
1913	Vocational Guidance Course (*B*). Silversmith Scholarship — Handwork Shop (*F*).	School Lunch *moved from N. E. K. to* 108 Pleasant Street (*M*). Food Laboratory at 108 Pleasant Street — sub-department of (*I*) Food Shop.	
1914	BOARD OF GOVERNMENT REORGANIZED. TRUSTEES INCORPORATED. MARY MORTON KEHEW, ACTING-PRESIDENT AND CHAIRMAN, BOARD OF GOVERNMENT.		
		Food Shop Producer (Mrs. E. E. Cushing) becomes manager of Food Laboratory (*I*).	Stamp Savings Society of Boston *transfers work to Law and Thrift Department of Union* (*G*).
		Handwork Commission increased from 20 to 25 per cent. (*F*).	Children's Players Department conducts season of Saturday morning entertainment for children (*C6*).
1915	MEMBERS, 4500; PROPERTY AND FUNDS, $320,622; RECEIPTS FOR 1914–1915, $501,753. EXPENSES, 1914–1915, $507,774. EMPLOYEES, 292.		

1 The Protective Committee conducted its legal aid work for 14 years through volunteer service of members and consulting lawyers.

2 The Befriending Committee was actively interested, and in part responsible for bill passed in 1887 providing for Police Station Matrons in all large Massachusetts cities.

3 Published 13 leaflets on social and economic subjects and 2 volumes of "Marching Morrows," a Year Book of Quotations. See Union Leaflets list on inside of back cover.

4 Also published several studies in cooperation with Massachusetts Bureau of Statics of Labor. See page facing back cover.

OTHER UNION PUBLICATIONS WHICH MAY BE CONSULTED IN THE UNION'S LIBRARY

(Supply for distribution is exhausted.)

CLEAN MILK: An Experiment in Its Production, 1906.

DOMESTIC REFORM LEAGUE, History of.

DOMESTIC SERVICE, A Possible Alleviation of Present Difficulties in.

DOMESTIC SERVICE, Hours of Labor in. (In cooperation with the Massachusetts Bureau of Statistics of Labor, 1898.)

DOMESTIC SERVICE: Immigration as a Source of Supply for Domestic Workers. (Based upon a study of conditions in Boston, 1906.)

DOMESTIC SERVICE: The Law of Employer and Domestic Employee.

DOMESTIC SERVICE, Social Conditions in. (In cooperation with the Massachusetts Bureau of Statistics of Labor.)

ETHICS COMMITTEE LEAFLETS — (1895–1900).

1. The Importance of Habits, by Professor William James.
2. A Popular Fallacy, by Lucia True Ames.
3. Social Righteousness, by Dean George Hodges, D.D.
4. Luxury and Responsibility, Extracts from the writings of Richard T. Ely, Ph.D., LL.D., and others.
5. The Evolution of Providence, by E. W. Wheelock.
6. What is Our Social Ideal, from "Introduction to Political Economy," "Outlines of Economics" and "Socialism and Social Reform," by Richard T. Ely, Ph.D., LL.D.
7. Problems Raised by the War, by Hon. George S. Boutwell.
8. Imperial Democracy, by David Starr Jordan.
9. Greek Democracies, by Thomas Davidson.
10. Simplification of Life, by Mary Brown.
11. For What Can War but Endless War Still Breed? Selected Quotations.
12. Expensive Living, the Blight on America, by Joseph Lee, from the "New England Magazine."
13. A Glimpse into a World of Darkness, written by a blind person for the Committee on Ethics.

The Marching Morrows, a Year-Book of Quotations.

EXPENSE ACCOUNT BOOK, College, 1908.

HOME AND SOCIAL ECONOMICS, Suggestions for a Professional School of.

HOME ECONOMICS COMMITTEE.
The House Efficient, by Ethel S. Fifield (1902).

INSTALLMENT BUYING, THE NEED OF LEGISLATION TO REGULATE. Leaflet in support of bill entered in 1906.

INSTALLMENT PLANS IN BOSTON, Methods of Selling on, 1905.

INTER-MUNICIPAL RESEARCH BULLETINS.
Volume 1, Numbers 1, 2, 4, 5, 6, 7, (1904–5).
Volume 2, Numbers 1, 2 (1905).

NEEDS AND POSSIBILITIES OF PART-TIME EDUCATION, by the Research Department of the Women's Educational and Industrial Union and the Bureau of Education, 1913.

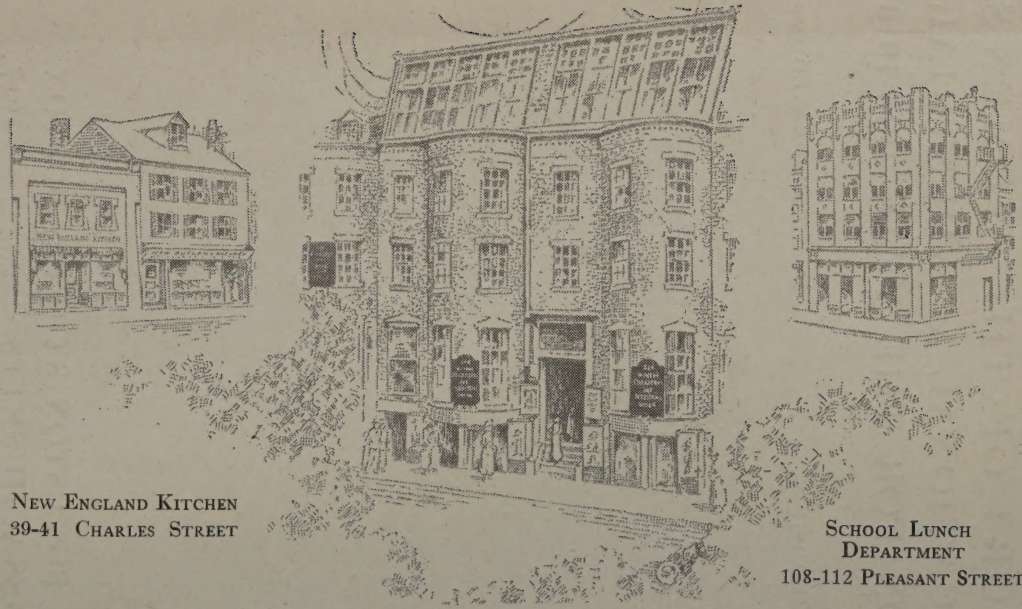
TRADE SCHOOL FOR GIRLS: A Preliminary Investigation in a Typical Manufacuring City, Worcester, Mass., 1913.

WORKING WOMEN, SOCIAL STATISTICS OF. (In cooperation with the Massachusetts Bureau of Statistics of Labor, 1901.)

THIRTY-EIGHTH ANNUAL REPORT OF THE WOMEN'S EDUCATIONAL & INDUSTRIAL UNION FOR THE YEAR 1915-1916

ORGANIZED 1877 INCORPORATED 1880

264 BOYLSTON STREET, BOSTON
MASSACHUSETTS : : 1917



New England Kitchen
39-41 Charles Street

School Lunch
Department
108-112 Pleasant Street

Women's Educational and Industrial Union
264 Boylston Street.

WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION
HISTORY

The italic capitals in parenthesis at the end of the lines indicate closely related activities.

YEAR	EDUCATION	INDUSTRY	SOCIAL SERVICE
1877	ORGANIZED. DR. HARRIET CLISBY, FOUNDER AND FIRST PRESIDENT. ROOMS TAKEN AT 4 PARK STREET. CHARTER MEMBERS, 40. END OF 1ST YEAR:—MEMBERS, 400. GUARANTEED FUNDS, $185. BALANCE IN TREASURY, $87. EMPLOYEES, NONE		
	"Culture Classes" (*A*). Hygiene Committee (*D*).	Business Agency (*B*).	Social Affairs Committee (*C*) — with Subcommittees, Hospitality (*C1*); Library and Free Reading Room for Women (*C2*); Agency of Direction (*C3*); Relief Visiting (*C4*); Lectures (*C5*) and Entertainments (*C6*)
1878			Moral and Spiritual Development Committee (*E*).
		Food Sales (*I*) and Handwork (*F*) Departments. (Commission sale of home work.)	1 Protective Committee — free legal advice to women (*G*).
1880	INCORPORATED. NEW QUARTERS TAKEN AT 157 TREMONT STREET.		
1881	ABBY MORTON DIAZ, SECOND PRESIDENT.		
1883 1884	NEW QUARTERS TAKEN AT 74 BOYLSTON STREET.		
			2 Befriending Committee (*C4*), ("*to serve as a medium of exchange between persons needing help and the proper sources of assistance.*")
1885		"Domestic Service" (*H*). (*D*).	
1886		Lunch Room for Working Women on Providence St. (*J*).	
1888	MOVED TO 264 BOYLSTON STREET, THEN 97 AND 98 BOYLSTON STREET.		
1891	Boylston Street Lunch Room (*J*).		
1892	MARY MORTON KEHEW, THIRD PRESIDENT.		
			Lecture Committee (*C5*).
1895	Industrial Classes in Dressmaking and Millinery (*A*).	Employees' Rest Room (*J.*) (*C*).	3 Ethics Committee *organized from Moral and Spiritual Development Committee* (*E*).
1896			Hospitality Committee *organized from Social Affairs Committee* (*C1*).
1897	School of Housekeeping (*A*)	4 Domestic Reform League *reorganized from Domestic Service Bureau* (*H*). (*D*).	Junior Workers Club (Young girls, mostly cash and bundle girls) *organized by Befriending Committee.* Continued until 1907 (*C4*).
1902	School of Housekeeping *transferred to* Simmons College (*A*).		
1903	Sanitary and Industrial Conditions Committee, a joint committee with Mass. State Federation of Women's Clubs, *organized from Hygiene Committee* (*D*).	Members' Lunch Room (First Room) (*J*). Employees' Lunch Room (*J*).	
1904	Intermunicipal Committee on Household Research (*D*). Class Department — Trade Class in Hat Making, Class Shop, General Classes, Dressmaking and Millinery for Home Workers (*A*).		Social Extension Committee *organized from Hospitality Committee* (*C1*). Massachusetts Association for Promoting Interests of Adult Blind *organized from Ethics Committee* (*E*). Age Pensions Committee *organized from Ethics Committee* (*E*).
1905	Trade Class in Machine-made Hat Frames (1 year only) and Trade Class in Salesmanship added to Class Department (*A*).	Afternoon Tea and Supper (*J*).	Room Registry (*organized in connection with Business Agency; transferred to Social Work Department in* 1907) (*C3*).
1906	Salesmanship School takes definite shape from Trade Class in Salesmanship. Lucinda W. Prince, Director Trade Training Department. Store Advisory Committee formed (*A*). Organized from Class Department — Trade School Shops, Millinery and Children's Clothing — in cooperation with Boston Trade School for Girls (*A*). Research Department *organized from research work done by various departments, including Sanitary and Industrial Conditions Committees and Intermunicipal Committee on Household Research, Protective Committee, and Domestic Reform League* (*D*). Committee on Industrial Conditions of Women and Children, *new name of Sanitary and Industrial Conditions Committee* (*D*).		Legal Aid Department (*organized from Protective Committee,* (*G*). Social Service Department *organized from Social Extension and Befriending Committees* (*C* and *C4*).
1907		New England Kitchen (*L*) and School Luncheons *transferred to* Union (*M*).	Legislative Committee (*D* and *G*).
1908		Food Shop purchases outright from producers instead of on commission (*I*).	Age Pensions Committee dissolved; Chairman appointed to State Commission on Age Pensions (*E*).
		Members' Lunch Room (second room) *takes place of Providence St. Lunch Room* (*J*).	Union Vacation House at Squantum. Continued for two years (*C*).
1909	Salesmanship Teachers' Training Class (*A*). Industrial Training Department, *new name for Trade Training Department.* Trade School Teachers Training Class added. Dressmaking Shop added (*A*).		Social Work Committee *takes over Lecture work* (*C5*).
1910	Appointment Bureau *organized from Business Agency* to place trained women and to give vocational advice (*B*). "Vocations for the Trained Woman," first book published by Research Department. For complete list of publications see page xiii.	Domestic Reform League closed. (See Annual Report for Jan., 1911) (*H*). Candy Kitchen started by Food Shop (*I*).	Law and Thrift Department *organized from Legal Aid* (*G*). Industrial Credit Union *organized in connection with Law and Thrift Department* (*G*).
1911	Vocational Training Department *organized from Industrial Training* (*A*) *Department.* Simmons College cooperates with Vocational Training Department and Salesmanship School (*A*).		Reference Library on Women's Vocations (*C2*). Children's Players Department (*C6*).
1912	Simmons College makes laboratory use of Union Departments (*A*).	Hat and Gown Shop, *organized from Millinery and Dressmaking Trade School Shops* (*A*). Handwork Shop *takes over* Children's Clothing Shop (*F*).	
	MARY SCHENCK WOOLMAN, FOURTH PRESIDENT.		
1913	Vocational Guidance Course (*B*). Silversmith Scholarship — Handwork Shop (*F*).	School Lunch *moved from N. E. K. to* 108 Pleasant Street (*M*). Food Laboratory at 108 Pleasant Street — subdepartment of Food Shop. (*I*)	
1914	BOARD OF GOVERNMENT REORGANIZED. TRUSTEES INCORPORATED. MARY MORTON KEHEW, ACTING-PRESIDENT AND CHAIRMAN, BOARD OF GOVERNMENT.		
		Food Shop Producer (Mrs. E. E. Cushing) becomes manager of Food Laboratory (*I*).	Stamp Savings Society of Boston *transfers work to Law and Thrift Department of Union* (*G*).
		Handwork Commission increased from 20 to 25 per cent. (*F*).	Children's Players Department conducts season of Saturday morning entertainment for children (*C6*).
1915	Extension of Vocational Training work (*A*).	School Luncheons *withdrawn from New England Kitchen and established as a separate department* (*M*). Bookshop for Boys and Girls (*A* and *C6*).	Red Cross Work (*C*).
1916	MEMBERS, 4210. PROPERTY AND FUNDS, $340,595. RECEIPTS FOR 1915-1916, $535,392. EXPENSES, 1915-1916, $532,087. EMPLOYEES, 307.		

1 The Protective Committee conducted its legal aid work for 14 years through volunteer service of members and consulting lawyers.
2 The Befriending Committee was actively interested, and in part responsible for bill passed in 1887 providing for Police Station Matrons in all large Massachusetts cities.
3 Published 13 leaflets on social and economic subjects and 2 volumes of "Marching Morrows," a Year Book of Quotations. See list of Union Leaflets on inside of back cover.
4 Published several studies in cooperation with Massachusetts Bureau of Statistics of Labor. See page facing back cover.

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DEPARTMENTS OF THE UNION 1916-1917

ADMINISTRATIVE

- Financial
  - Purchasing Agent
- Secretarial

EDUCATIONAL

- Research
- School of Salesmanship
  - Class for Saleswomen
  - Training Class for Teachers
- Vocational Advice and Appointment
  - Appointment Bureau
  - Vocational Advising
- Vocational Training

INDUSTRIAL

- Bookshop for Boys and Girls
- Food Laboratory
- Food Shop
  - Candy Kitchen
- Handwork Shop
  - Workroom for Children's Clothing
- Hat and Gown Shop
- Lunch
- New England Kitchen
- School Lunch

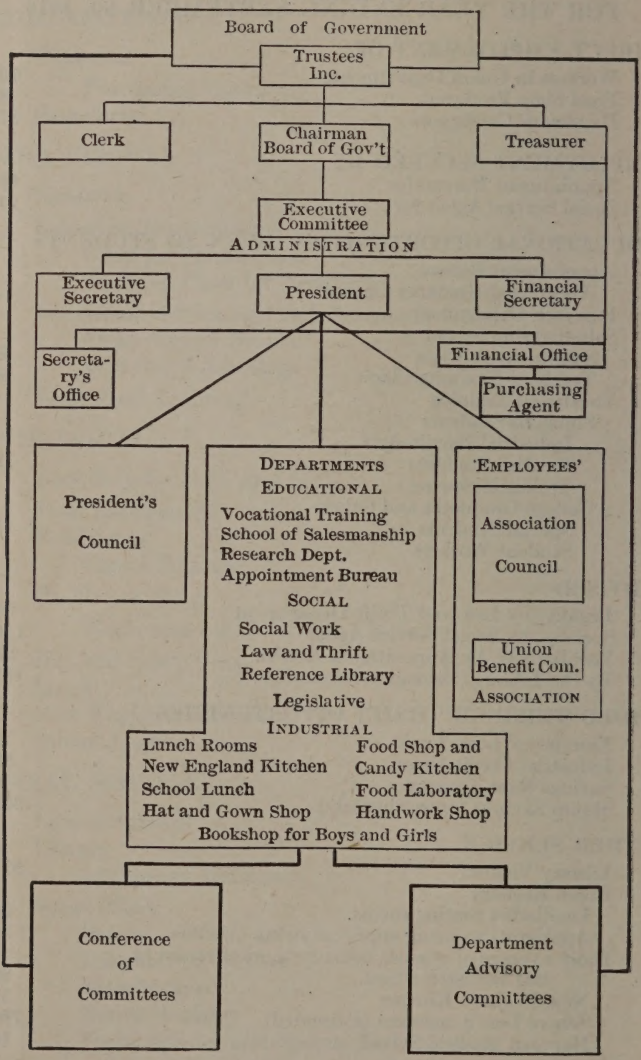
SOCIAL SERVICE

- Law and Thrift
- Library
  - Legislative Reference
- Social Work
  - House
  - Information Bureau
  - Membership
  - Room Registry
  - Social Service and Special Employment

VOLUME OF THE UNION'S WORK FOR THE YEAR ENDING SEPTEMBER 30, 1916

DIRECT EMPLOYMENT OF	
Workers in Union Departments	307
Food Shop Producers	88
Handwork Consignors	370
EMPLOYMENT SECURED BY	
Appointment Bureau for	661
Social Service Agent for	219
EDUCATIONAL OPPORTUNITIES GIVEN TO STUDENTS	
Appointment Bureau	
Vocational Guidance Course	1
Research Department	5
Salesmanship School	
Saleswomen's Class	69
Teachers' Training Class	29
Vocational Training	
Simmons Students	
Industrial Needle Arts	4
Practice Students	118
Technical Sewing	4
College Graduates and Others	
Special Students	15
Student Workers	4
ADVISED	
Legally, by Law and Thrift Department	384
Socially, by Social Service Agent	1166
Vocationally, by Appointment Bureau	839
By the Library, through reference service	1614
AIDED THROUGH THRIFT OPPORTUNITIES	
Emergency Loan Fund	62
Industrial Credit Union	537
Savings Bank Insurance	45
Stamp Savings (approximately)	3436
OTHER SERVICE	
Library Visitors	3716
Room Registry	
Landladies renting rooms	301
Applicants securing approved living quarters	365
Daily average of persons using restaurant rooms at 264 Boylston Street	885
New England Kitchen	520
School Lunch counters (estimated)	7000
Harvard Medical School	160

ORGANIZATION



ORGANIZATION

BOARD OF GOVERNMENT

Composed of officers of the Union and 15 members (9 permanent) — has the general administration of Union affairs.

TRUSTEES OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, INC.

Seven permanent trustees form a separate charitable corporation to care for the Union's land, buildings and funds.

EXECUTIVE COMMITTEE

The Board of Government delegates all executive detail to the Executive Committee, which is composed of President; Chairman, Board of Government; Clerk of the Union; Treasurer; Executive and Financial Secretaries. All departments report regularly to the Executive Committee.

PRESIDENT'S COUNCIL

Composed of President; Chairman, Board of Government; Executive and Financial Secretaries and Directors of Departments — determines questions common to departments subject to the President's veto or approval.

EMPLOYEES' ASSOCIATION

Employees collectively as represented by an Employees' Association are recognized in a definite relationship to the Board of Government through the President of the Union. The executive body of the Association, made up of department representatives, is known as the Association Council. A Union Benefit Committee administers for the Association and the Union a Benefit Fund through which payment for absence is made. The Union pays no wages to absent employees except in certain cases, but pays a certain percentage into the Benefit Fund to which employees themselves contribute regular dues.

CONFERENCE OF COMMITTEES

The Conference is composed of members of the Board of Government all members of Union committees, and others invited to membership. It offers an opportunity for the presentation of all phases of Union work and for discussion of related work by specialists.

DEPARTMENT ADVISORY COMMITTEES

Sustain an advisory relation to the Union departments with which they are connected, concerning themselves with matters of policy and the broader aspects of the work.

ADMINISTRATION

PAST PRESIDENTS

Dr. Harriet Clisby	1877–1881
Mrs. Abby Morton Diaz*	1881–1892
Mrs. Mary Morton Kehew	1892–1913
Mrs. Mary Schenck Woolman	1913–1914

HONORARY VICE PRESIDENTS

Miss Melissa Chamberlin*
Dr. Harriet Clisby
Miss Mary F. Eastman*
Mrs. Eleanor S. Mack*
Mrs. Evanette F. Osborn*
Miss Lucia M. Peabody
Mrs. Kate Gannett Wells*

BOARD OF GOVERNMENT 1916-1917

Mrs. Mary Morton Kehew, *Acting President, and Chairman, Board of Government*
Mrs. Mabel W. Whidden, *Clerk*
Mrs. Helen Peirce, *Treasurer*

Miss Sarah Louise Arnold
Mr. George U. Crocker
Miss Sophie C. Hart
Miss Edith M. Howes
Dr. Henry Lefavour
Miss Ida M. Mason
Mrs. Ida S. Ripley
Miss Roxana H. Vivian
Mr. Renton Whidden
Miss Mary E. Woolley

TRUSTEES OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, INC.

Dr. Henry Lefavour, *Chairman*
Mrs. Mary Morton Kehew, *Associate Chairman*
Mr. George U. Crocker, *Secretary-Treasurer*

Mrs. Helen Peirce
Mrs. Mabel W. Whidden
Mr. Renton Whidden

CATHERINE P. PERKINS FUND

Mr. George U. Crocker, *Trustee*

*Deceased.

COMMITTEE ON COOPERATION WITH SIMMONS COLLEGE

Dr. Henry Lefavour
Miss Sarah Louise Arnold
Miss Helen N. Henry
Mrs. Mary Morton Kehew
Miss Frances R. Morse
Miss Marion McG. Noyes
Miss Mary E. Williams

DEPARTMENTAL EXECUTIVE STAFF

Miss Helen N. Henry, *Executive Secretary*
Mrs. Marie B. Griggs, *Financial Secretary*

DIRECTORS

Mrs. Florence Amidon, *Hat and Gown Shop*
Miss Hanna H. DeWees, *Lunch Department*
Miss Lucile Eaves, *Department of Research*
Miss Ella C. Emerson, *Food Shop*
Miss Florence Jackson, *Department of Vocational Advice and Appointment*
Miss Bertha E. Mahony, *The Bookshop for Boys and Girls*
Mrs. Mary H. Moran,* *New England Kitchen*
Miss Helen R. Norton,* *School of Salesmanship*
Mrs. Lucinda W. Prince, *Supervisor, School of Salesmanship and Director Teachers' Training Class*
Miss Antoinette Roof, *Department of Vocational Training*
Miss Helen A. Rowley, *Department of Social Work*
Mrs. Emma Fall Schofield, *Senior Counsel, Department of Law and Thrift*
Miss Daisy B. Treen, *School Lunch Department*
Miss Julia E. Turner, *New England Kitchen*
Miss Josephene D. Weymouth, *Handwork Shop*

ASSOCIATE DIRECTORS

Mrs. Elizabeth E. Cushing, *Food Laboratory*
Miss Mabel Gair Curtis, *Department of Vocational Advice and Appointment*
Miss Ethel M. Johnson, *Librarian*
Miss Cassie L. Paine, *School of Salesmanship, Teachers' Training Class*
Miss Charlotte A. Perkins, *Department of Law and Thrift*

* On leave of absence

ASSISTANT DIRECTORS

Miss Alice M. Carter, *Lunch Department*
Miss Mabel F. Champlin, *Assistant Financial Secretary*
Mrs. Lois Davidson, *New England Kitchen*
Miss Elizabeth Dyer, *School of Salesmanship*
Mrs. Mary L. Faye, *Designer, Children's Clothing*
Miss Edith W. Fisher, *Handwork Shop*
Miss Jessie C. Hall, *Membership Secretary*
Miss Harriett E. Harris, *Assistant Secretary*
Mrs. Ella B. Horne, *Food Laboratory*
Miss Henrietta A. Kilburn, *School Lunch Department*
Miss Anna A. Kloss, *Department of Vocational Training*
Miss May R. Lane, *Department of Research*
Miss Margaret E. Sayward, *The Bookshop for Boys and Girls*
Miss Minnie J. Snyder, *Food Shop*
Mrs. Anna F. Waterbury, *Purchasing Agent*
Miss Margaret Woodworth, *Department of Social Work*

PROFESSIONAL ADVISERS

Dr. Letitia Douglas Adams, *Sanitary Inspector, Food Shop*
Mrs. Maria Howard Hilliard, *Home Economics Consultant, Consultant for Union's Food Shop and Lunch Rooms*
Miss Alice Morse, *Designer, Consultant for the Handwork Shop*
Mrs. Ethel B. Thore, *Decorator for Union Industrial Departments*

AUDITOR

Mr. Charles F. Rittenhouse, C. P. A., *Assistant Professor of Secretarial Studies, Simmons College*

ASSISTANTS

Miss Mildred M. Bettel, *Cost Accountant, Lunch Department*
Mrs. Ida M. Brown, *Room Registrar*
Miss Katherine A. Gillis, *Salesroom Assistant, Food Shop*
Miss Alice C. Gleason, *Placement Secretary, Department of Vocational Advice and Appointment*
Miss Blanche D. Haley, *School Lunch Department*
Mrs. Maybelle S. Hatch, *Supper Superintendent, New England Kitchen*

Miss Alma W. Howard, *The Bookshop for Boys and Girls*
Miss Ethel M. Kane, *Supper Superintendent, Lunch Department*
Mrs. Florence R. Ling, *Special Social Service Worker*
Miss Ethel S. Kingman, *Head Bookkeeper, Financial Office*
Mrs. Charlotte E. Lewis, *Packing Room Assistant, Food Shop*
Miss Anna G. McCourt, *Assistant Purchasing Agent*
Miss May Marien, *School Lunch Department*
Mr. Albert A. Morrison, *Superintendent, Candy Kitchen*
Miss Caroline E. Noble, *Cashier, Financial Office*
Mrs. Frances E. Peck, *House Superintendent*
Miss Bernice L. Philbrick, *Kitchen Superintendent, Lunch Department*
Miss Katharine L. Rollins, *Handwork Shop*
Miss Ida M. Sawyer, *Secretary, School of Salesmanship*
Miss Bertha Shepard, *Printing Agent*

FELLOWS, DEPARTMENT OF RESEARCH

Miss Jessie J. Kile, A.M., *University of Illinois*
Miss H. Dora Stecker, A.B., *University of Cincinnati*
Miss Edith R. West, A.B., *Wellesley College*
Miss Christine M. Ayars, A.B., *Boston University*
Miss Caroline E. Legg, A.B., *Boston University*
Mrs. Margaret Stanton Kirschman, A.M., *Columbia University*

STUDENT WORKERS

Food Shop

Miss Frances B. Banks, B.S., *Simmons College*

Lunch Department

Miss Edna W. Bragdon, *Simmons College*

New England Kitchen

Miss Katharine M. Leonard, B.S., *Simmons College*

School Lunch Department

Miss Alice M. Wheeler, B.S., *Simmons College*

DEPARTMENT OF VOCATIONAL ADVICE AND APPOINTMENT

Miss Lyle W. Turner, A.B., *Wellesley College*
Miss Constance Votey, Ph.B., *University of Vermont*

EMPLOYEES' ASSOCIATION OFFICERS

Miss Ethel S. Kingman, *President*
Miss Edith W. Fisher, *Vice President*
Miss Margaret Sander, *Secretary*
Miss Jessie C. Hall, *Treasurer*

DEPARTMENT ADVISORY COMMITTEES
1916-1917

The Acting President and Executive Secretary are *ex officio* members of all committees.

EDUCATIONAL

DEPARTMENT OF RESEARCH

Miss Lucile Eaves, *Director*

Miss Annie E. Allen
Mr. Richard K. Conant
Miss Helen F. Greene
Mr. George C. Greener
Mrs. Frank Hallowell
Mrs. William Z. Ripley

RESEARCH ADVISORY MEMBERS

Prof. Emily G. Balch, *Wellesley College*
Prof. Jeffrey R. Brackett, *Director, School for Social Workers*
Prof. Davis R. Dewey, *Massachusetts Institute of Technology*
Prof. Henry C. Metcalf, *Tufts College*
Prof. William Z. Ripley, *Harvard University*

SCHOOL OF SALESMANSHIP

Mrs. Lucinda W. Prince, *Supervisor and Director Teachers' Training Class*
Miss Helen R. Norton,* *Director*
Miss Cassie L. Paine, *Associate Director, Teachers' Training Class*

Mr. G. Carlton Adams, *L. P. Hollander & Co.*
Mr. F. W. Buxton, *C. F. Hovey Co.*
Mr. James T. Chase, *Gilchrist Co.*
Mr. Elmer M. Fisher, *Wm. Filene's Sons Co.*
Mr. Walter A. Hawkins, *Jordan Marsh Co.*
Mr. Charles F. Jones, *Shepard Norwell Co.*
Mr. Herbert P. Russell, *R. H. White Co.*
Mr. Peter J. Trainor, *E. T. Slattery Co.*

*On leave of absence.

DEPARTMENT OF VOCATIONAL ADVICE AND APPOINTMENT

Miss Florence Jackson, *Director*
Miss Mabel Gair Curtis, *Associate Director*

ADVISORY COMMITTEE

Miss Sarah Louise Arnold, *Dean, Simmons College*
Miss Bertha Boody, *Dean, Radcliffe College*
Miss Ada Louise Comstock, *Dean, Smith College*
Mrs. Caroline C. Davies, *Dean, Jackson College*
Miss Lida Shaw King, *Dean, Women's College, Brown University*
Mrs. Gertrude S. Martin, *Executive Secretary, Association of Collegiate Alumnae*
Miss Ellen F. Pendleton, *President, Wellesley College*
Miss Mary E. Woolley, *President, Mt. Holyoke College*

SOCIAL SERVICE ADVISORY COMMITTEE

Mr. C. C. Carstens, *Secretary, Society for the Prevention of Cruelty to Children*
Mr. Michael M. Davis, Jr., *Director, Boston Dispensary*
Mr. Fred R. Johnson, *General Secretary, Associated Charities*
Mrs. William H. Lothrop, *Director, Associated Charities*
Mr. J. Prentice Murphy, *General Secretary, Children's Aid Society*
Rev. Michael J. Scanlan, *Director, Catholic Charities Bureau*
Mrs. Ada E. Sheffield, *President, Society for Helping Destitute Mothers and Infants*
Mrs. Eva Whiting White, *Head Resident, Elizabeth Peabody House*

VOCATIONAL ADVISORY MEMBERS

Advertising, Miss Josephine Sullivan
Agriculture, Miss Sarah Brooks
Architecture, Miss Lois L. Howe
Handwork, Miss Josephene D. Weymouth
Hospital Social Service, Miss Kate McMahon
Interior Decoration, Miss Mabel Harlow
Law, Mrs. Emma Fall Schofield
Library Work, Miss Alice Jordan
Nursing, Miss Sara Parsons

Photography, Miss Florence Maynard
Publishing House Work, Miss Florence Converse
Settlement Work, Miss Geraldine Gordon
Social Work (*Playgrounds*), Miss Jane McCrady

COURSE IN VOCATIONAL GUIDANCE

Miss Florence Jackson, *Director*

Mr. Charles S. Clark, *Superintendent of Schools, Somerville*
Miss Bertha McConkey, *Assistant Superintendent of Schools, Springfield*
Mrs. Ellor Carlisle Ripley, *Assistant Superintendent of Schools, Boston*

VOCATIONAL COMMITTEE

Representing the Boston Branch of the Association of Collegiate Alumnae cooperating with the Women's Educational and Industrial Union.

Mrs. Donald B. Adams, *Wellesley College*
Miss Mabel Gair Curtis, *Wellesley College*
Mrs. Leslie Hayford, *Tufts College*
Mrs. Herbert B. Hosmer, *Radcliffe College*
Miss Florence Jackson, *Smith College*
Mrs. Lee S. McCollester, *Smith College*
Mrs. George W. Mahaffy, *Swarthmore College*
Miss Ethel M. Remele, *Tufts College*
Mrs. G. Philip Wardner, *Smith College*

DEPARTMENT OF VOCATIONAL TRAINING

Miss Antoinette Roof, *Director*

Miss Sarah Louise Arnold, *Dean, Simmons College.*
Miss Alice F. Blood, *Household Economics*
Miss June R. Donnelly, *Library Science*
Mr. Edward H. Eldridge, *Secretarial Studies*
Miss Elizabeth M. Goodrich, *Institutional Management*
Mrs. Lucinda W. Prince, *Salesmanship*
Mr. Charles F. Rittenhouse, *Secretarial Studies*
Miss Ella J. Spooner, *Domestic Art*

INDUSTRIAL

THE BOOKSHOP FOR BOYS AND GIRLS

Miss Bertha E. Mahony, *Director*

Mr. Paul Foster, *Librarian, Youth's Companion*
Miss Alice M. Jordan, *Children's Librarian, Boston Public Library*
Mr. G. Howard Maynadier, *Instructor in English, Harvard University*
Miss Blanche D. Woodward, *Principal of Lower School, The Brimmer School*
Mrs. Edwin Farnham Greene
Mrs. Helen Peirce

FOOD SHOP

Miss Ella C. Emerson, *Director*

Mr. E. C. Campbell, *Master Bakers' Association*
Mr. F. H. Duley, *Stephen Bartlett Candy Company*
Mr. Fred L. Hiller, *S. S. Pierce Company*
Mrs. Maria Howard Hilliard, *Home Economics Consultant*
Mrs. Josephine Chase Silver
Mrs. Mabel W. Whidden

HANDWORK SHOP

Miss Josephene D. Weymouth, *Director*

Mrs. L. Vernon Briggs
Miss Blanche E. Colman
Miss Sarah G. Flint
Mrs. Henry Lyman
Miss Alice Morse
Miss Amy M. Sacker
Miss Florence W. Swan
Mrs. Roger S. Warner
Mrs. Edward R. Warren

HAT AND GOWN SHOP

Mrs. Florence Amidon, *Director*

Miss Jessie Ball
Miss Mary H. Brown
Mr. C. Lothrop Higgins
Miss Helen R. Hildreth
Mrs. Mabel McMillan
Miss Mary Orr
Miss Marie Thayer

LUNCH DEPARTMENT AND NEW ENGLAND KITCHEN

Miss Hanna H. DeWees, *Director, Lunch Department*
Miss Julia E. Turner, *Director, New England Kitchen*
Mr. J. Linfield Damon, Jr., *Hotel Thorndike*
Miss Elizabeth M. Goodrich, *Simmons College*
Miss Louise D. Greene, *The Colonial Lunch Room*
Mr. Edward Gruber, *Wm. Filene's Sons Co.*
Miss Elizabeth McClelland, *The Laboratory Kitchen*
Mr. Howard Marston, *R. Marston & Co.*
Miss Juliana B. Meryweather, *Business Women's Club*
Miss Lucy L. Nichols, *The English Tea Room*
Mrs. Helen Peirce
Miss Bertha Stevenson, *The Laboratory Kitchen*

SCHOOL LUNCH DEPARTMENT

Representing School Authorities, Health Experts, and the Union.
Miss Daisy B. Treen, *Director*

Mr. Charles W. Parmenter, *Head Master, Mechanic Arts High School, Chairman for Masters' Association*
Mr. Frank V. Thompson, *Assistant Superintendent of Schools, Boston*
Mr. William B. Snow, *Head Master, English High School*
Dr. Richard C. Cabot, *Social Service Department, Massachusetts General Hospital*
Miss Isabel Hyams, *Board of Trustees, Boston Consumptives' Hospital*
Dr. Milton J. Rosenau, *Professor of Preventive Medicine and Hygiene, Harvard Medical School*
Miss Sarah Louise Arnold, Mrs. Mary Morton Kehew } *Board of Government, Women's Educational and Industrial Union*

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Dr. Milton J. Rosenau, *Professor of Preventive Medicine and Hygiene, Harvard Medical School*
Miss Sarah Louise Arnold, Mrs. Mary Morton Kehew } *Board of Government, Women's Educational and Industrial Union*

SOCIAL SERVICE

DEPARTMENT OF LAW AND THRIFT

Mrs. Emma Fall Schofield, *Senior Counsel*
Miss Charlotte A. Perkins, *Associate Director and Counsel*

ADVISORY COMMITTEE

Mr. Raynor M. Gardiner, *Boston Legal Aid Society*
Miss Mabel Gillespie, *Women's Trade Union League*
Mr. Harry W. Kimball, *Massachusetts Savings Insurance League*
Mr. Francis P. Malgeri, *Italo-American Credit Union*
Mr. Henry Sterling, *Homestead Commission*
Miss Anne Withington, *Women's Trade Union League*
Miss Edith G. Fabens
Mrs. George H. Fall
Mrs. Edward M. Greene
Miss Edith M. Howes

EMERGENCY LOAN FUND

Mrs. Mary C. Jackson
Mrs. J. Harvey Young

LIBRARY

Miss Ethel M. Johnson, *Librarian*

ADVISORY COMMITTEE

Miss Bernice Cannon, *Educational Director, Wm. Filene's Sons Company*
Miss June R. Donnelly, *Library School, Simmons College*
Miss Susan Ginn, *Director, Boston Placement Bureau*
Mr. Drew B. Hall, *Librarian, Somerville Public Library*
Mrs. Fred R. Lufkin, *Assistant Clerk, State Federation of Women's Clubs*
Miss Bertha E. Mahony, *Director, The Bookshop for Boys and Girls*
Mrs. Ellor Carlisle Ripley, *Assistant Superintendent of Schools, Boston*

LEGISLATIVE COMMITTEE

Mrs. Julius Andrews
Mrs. Charles F. Bates
Miss Mabel Gillespie
Miss Ethel M. Johnson
Miss Marion C. Nichols
Miss Charlotte A. Perkins
Mrs. Emma Fall Schofield
Miss Sara Stites
Miss Mary C. Wiggin
Miss Anne Withington

DEPARTMENT OF SOCIAL WORK

Miss Helen A. Rowley, *Director*

ADVISORY COMMITTEE

Mrs. Clarence D. Kingsley
Miss Ida M. Mason
Mrs. George W. May
Miss Lilian V. Robinson
Mrs. Bertrand E. Taylor
Miss Margaret Thacher
Mrs. Frank G. Wren

ROOM REGISTRY ADVISORY COMMITTEE

Mrs. Ida M. Brown, *Room Registrar*

Miss Ethel H. Bradley, *South End Registry*
Miss Katherine B. Child, *Stuart Club*
Miss Antoinette Field, *Young Women's Christian Association*
Miss Jeannie S. Gloster, *Simmons College*
Miss Edith M. Howes, *Students' Union*
Mrs. Katherine Osborne, *Students' Union*

ment will be more closely in touch with the vocational work of the Association of Collegiate Alumnae through the recent appointment of the Director, Miss Florence Jackson, as chairman of the National Vocational Committee. A new Advisory Committee of Social Service Executives has been formed.

The work of the Vocational Training Department has developed to such an extent that it has been necessary to add an assistant director. There is now a constant demand for the practical training given by the Union in trade shops and lunch rooms. During the past year one hundred and forty-five students were given practical work under supervision. The arrangement with Simmons College for a one-year program for training teachers and directors in industrial schools is accomplishing excellent results. It is adapted especially to mature teachers who have become interested in the modern tendency toward vocational training. It affords comprehension of trade standards and requirements through carefully directed practice and observation in trade shops and provides opportunity for practice teaching.

The rise in cost of raw materials during 1915-1916 has affected the industrial departments in that, although the gross income has in most cases been greater than last year, the net income has not correspondingly increased. In spite of this, however, the margin of profit in the Food Shop has been one of the largest in its history. A considerable part of this has come through the products of the Candy Kitchen and Food Laboratory. Although the number of producers has decreased, the amounts paid to individuals have materially increased. The educational work of the shop has been extended; special lessons and opportunities for observation of methods have been arranged for.

The Food Laboratory has been made a separate department of the Union with an associate director in charge.

The Handwork Shop has been particularly handicapped during the past year by the greatly increased cost of raw materials and especially by the difficulty in obtaining satisfactory fabrics. Advice to out of town consignors has been a valuable part of the year's educational work. It has brought up the grade of work sent in and prevented much work being presented which would not be acceptable. The volume of this work has necessitated adding another worker to the Department.

The Hat and Gown Shop, although not financially self-supporting, has continued to serve as a valuable laboratory of trade experience for Simmons students in the industrial and technical needle arts courses and for special students.

The gross receipts for the Lunch Department are the largest in its history, showing an increase in the volume of business for this year, but labor problems and the constantly rising scale of prices in the food market have combined to lower the profit.

With the departure of Mrs. Moran for a year's study at Cornell, the final separation of the School Lunch Department from the New England Kitchen was accomplished in June 1916. In May 1916, the Second Inter-municipal Conference on School Luncheons was held at the Union with delegates present from many states.

During the summer of 1916, the Dairy Lunch was again conducted in the School Lunch Building by the New England Kitchen. The Kitchen is continuing its lunchroom for Harvard Medical students and in addition, during the coming year, will serve lunch to the Harvard Medical faculty.

The Purchasing Agent has had a very busy year. Never has contract buying presented as many difficulties as during the year just closed, and it has taken a constant alertness and study of conditions to keep the Union protected against a constantly rising market. Through the

office of the Purchasing Agent all food, equipment, and supplies are purchased, and all repairs to the property of the Union are there supervised.

A major part of the legal work of the Law and Thrift Department is still being done among the poorer class of women, although there has been a steady increase during the year in the calls from persons of moderate means, able to pay more nearly what the services are commercially worth. The department has handled the cases of accidents to employees of the Union under the Workmen's Compensation Act. It has provided practical legal training for an undergraduate student at Boston University School of Law.

The use of the Library for reference has shown a marked increase. There has been a growing demand for reading lists, especially on vocations for women, vocational guidance and related subjects for schools, colleges, and libraries throughout the country. Legislative reference work has been an important part of the Library's activities.

In cooperation with the Metropolitan Chapter of the American Red Cross the Social Work Department has conducted regular war relief work once a week during the year. A First Aid class for Union employees was conducted in the spring. A series of these classes is planned for the coming year, the members of which are eligible for American Red Cross First Aid certificates from the Washington headquarters of the organization. The course has been indorsed by the Boston School Board for their teachers' promotional examinations.

The Room Registry shows an increase in total business over the previous year due both to change in policy and in methods of registration. A registration fee is charged and the rates of commission have been standardized. Cooperation with the Travelers' Aid Society is proving a possibility.

The work of the social service and special employment agent has followed the same lines as last year with a

slight increase of applicants and positions filled. The variety of calls coming to the Main Desk and the amount and character of the information given demonstrate its value to the outside world and its importance as a connecting link between the general public and all Union departments.

In addition to the changes already mentioned, a Bookshop for Boys and Girls has been added. As in all the Union's industrial departments, the educational side of the work is to be emphasized, as well as the industrial. Plans are under way for talks before women's clubs the preparation of reading lists, and story-telling hours.

The increase in the volume of the Union's work has necessitated the enlargement of its quarters and more space has been taken in each of the adjoining buildings. To meet the demands of its growing departments the need of a new building is becoming more and more imperative.

MEMBERSHIP

MEMBERSHIP in the Union is a means of expressing interest in its purpose:— To increase "fellowship among women in order to promote the best practical methods for securing their educational, industrial, and social advancement."

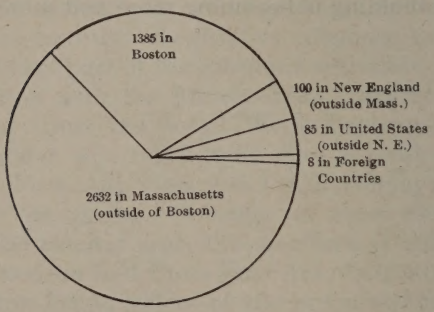
Any person, man or woman, is eligible to membership on payment of $1 for annual membership, $5 for subscription membership, or $25 for life membership.

Members are entitled to the use of special lunch and rest rooms and to a checking station for parcels.

Total Members (Oct. 1, 1916)	4210
Annual Members	3740
Subscription	176
Life	294

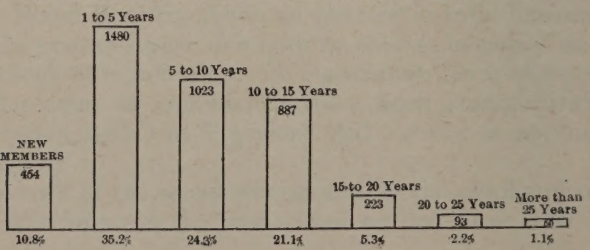
DISTRIBUTION OF MEMBERSHIP

DISTRIBUTION OF MEMBERSHIP BY LOCALITY


1385 in Boston
100 in New England (outside Mass.)
85 in United States (outside N. E.)
8 in Foreign Countries
2632 in Massachusetts (outside of Boston)

DISTRIBUTION OF MEMBERSHIP BY YEARS

54% HAVE BEEN MEMBERS OF THE UNION 5 YEARS OR MORE



DEPARTMENT REPORTS

EDUCATIONAL

RESEARCH DEPARTMENT

THE YEAR'S STUDY

"The Food of Working Women in Boston."

Made for the Massachusetts Department of Health and to be published as a public health bulletin by this department.

Object: — To study the question of how women living away from home can be supplied with nourishing food at a minimum cost.

Subjects studied:

1. The noon luncheon
2. The food of women living away from their families
3. The food of women living in organized houses
4. The food of certain women dispensary patients

Research Subject, 1916-1917

"The Vocational Experiences of Boston Young Persons"

In addition to the year's study for 1916-1917 undertaken in cooperation with the U. S. Bureau of Labor Statistics, the Department will collaborate with the New York Commission on School Lunches in the preparation of a text book on School Feeding. Professor William Morse Cole of the Harvard School of Business Administration will contribute a chapter on School Lunch Accounting and Mr. Edward F. Brown, who is in charge of the New York elementary school lunches, will prepare a section dealing with the feeding of children in the primary grades.

SCHOOL OF SALESMANSHIP

The School of Salesmanship, established by the Women's Educational and Industrial Union in 1905 as a training school for saleswomen, is conducted in cooperation with Simmons College and the following stores:

Wm. Filene's Sons Co.	Jordan Marsh Co.
Gilchrist Co.	Shepard Norwell Co.
L. P. Hollander & Co.	C. F. Hovey Co.
E. T. Slattery Co.	R. H. White Co.

The class for saleswomen, which originally constituted the entire School of Salesmanship, continues to hold its important place as a practice school, methods of teaching being developed and applied through the instruction of this group. A total of 747 saleswomen sent by the cooperating stores has been trained at the school.

The Teachers' Training Class, which prepares students for the important administrative and educational work demanded by store positions, undergoes from year to year the adaptation and modification which are the inevitable accompaniment of a new and growing movement. Among the subjects forming the basis of class discussions and research work are fundamental business principles, business procedure and policy as affecting merchandising, factors influencing the labor turn-over, labor laws and their enforcement.

The place of Salesmanship as a vocational subject in the high school curriculum is receiving merited recognition in Boston and several other large cities where courses have been established under the direction of graduates of the Teachers' Training Class. The subject is offered in ten of Boston's high schools, and in the compulsory continuation schools for workers under sixteen years of age employed in department stores.

*On leave of absence.

SCHOOL OF SALESMANSHIP

Training Class for Teachers

Conducted in cooperation with Simmons College

Number of graduates 1910 to 1916 — 80

POSITIONS HELD BY GRADUATES

Educational Directors in 34 Stores

Baltimore	Hochschild Kohn Co.
Boston	Jordan Marsh Co. (2)
	Wm. Filene's Sons Co. (5)
Cincinnati	The McAlpin Store
	Smith-Kasson Co.
Cleveland	The Halle Brothers Co. (2)
	Wm. Taylor Son & Co.
Columbus	Morehouse-Martens Co.
Dayton	Rike-Kumler Co.
Detroit	J. L. Hudson Co.
Duluth	The Glass Block Store
Harrisburg	Bowman & Co.
Indianapolis	L. S. Ayres Co.
Johnstown	Penn Traffic Co.
Kansas City (Mo.)	John Taylor Dry Goods Co.
Los Angeles	Broadway Department Store
	A. Hamburger & Sons Co.
Milwaukee	Herzfeld-Phillipson Co.
Montreal	Almy Co., Limited
Newark	L. Bamberger & Co.
New York	B. Altman & Co.
	Best & Co. (2)
	Bonwit, Teller & Co.
	W. T. Grant Co.
	James A. Hearn & Sons
	R. H. Macy Co.
	John Wanamaker
Painesville	Gail G. Grant Co.
Peoria	P. A. Bergner Co.
San Francisco	The Emporium
Toledo	Lasalle & Koch Co.
	Lyon Dry Goods Co.
Youngstown	G. M. McKelvey Co.
	Strouss-Hirshberg Co.
1 Service Manager in Factory	
Cleveland	Joseph & Feiss Co.

Teachers of Salesmanship in 30 High and Continuation Schools

Boston		Other Cities	
High Schools	Continuation Schools	Cincinnati	Rochester
Brighton	W. & A. Bacon Co.	Indianapolis	Spokane
Charlestown	L. P. Hollander & Co.	Logansport	Springfield
Dorchester	C. F. Hovey Co.	Milwaukee	Toledo
East Boston	Jordan Marsh Co.	Newark	Waterbury
Girls' High	R. H. White Co.	New Haven	Willoughby (O.)
Hyde Park	Group at 48 Boylston St.	Providence	Worcester
Practical Arts			
Roxbury			
South Boston			
West Roxbury			

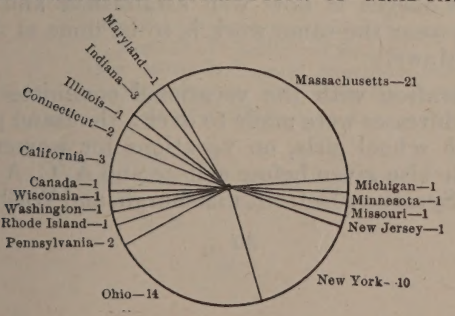
EDUCATIONAL INSTITUTIONS REPRESENTED BY GRADUATES

19 Universities and Colleges

Boston University	2	Adrian College	1	Boston	2
Brown "	1	Knox "	1	Bridgewater	1
Columbia "	1	Lake Erie "	1	Castine	1
Cornell "	1	Oberlin "	1	Cincinnati	1
De Pauw "	1	Radcliffe "	7	Cleveland	1
Ohio Wesleyan "	1	Smith "	8	Framingham	2
Western Reserve University	1	Vassar "	6	Milwaukee	1
Leland Stanford, Jr. "	1	Wellesley "	19	Salem	2
University of Indiana	1			Portland Training	1
" " Michigan	1			Toledo	1
" " Minnesota	1				

10 Normal and Training Schools

GEOGRAPHICAL DISTRIBUTION OF GRADUATES



DEPARTMENT OF VOCATIONAL ADVICE AND APPOINTMENT

In the field work of the Appointment Bureau during the past year an effort has been made to follow up registrants placed by the Bureau to ascertain whether or not employer and employee were satisfied. While the increase in registrations and placements has not been materially greater, it has been steady and every effort is being made to increase more appreciably the volume of placement done.

"News Notes" of all the Intercollegiate Bureaus, which was published by the Appointment Bureau until June 1916, has been incorporated in the monthly journal of the A. C. A. and reprints of the notes are furnished at a nominal rate.

ANALYSIS OF THE APPOINTMENT BUREAU'S WORK

October 1, 1913–October 1, 1916

Year	Orders from Employers	Employees Registered	Orders Filled	Per cent of Orders Filled	Per cent of Employees Placed	Interviews
1913	971	953	683	70. 34.	71. 69	470
1914	756	754	514	67. 98	68. 1	489
1915	809	777	574	70. 95	73. 87	610
1916	923	866	661	71. 61	76. 33	839

VOCATIONAL ADVISING

The vocational counseling at Smith, Mt. Holyoke, and Wellesley Colleges is now well established and during the coming year the same work is to be done at Jackson and Bryn Mawr.

In cooperation with the vocational committee of the A. C. A., addresses were made to over a thousand persons, chiefly high school girls, on vocations for women. Addresses were also given before college and A. C. A. groups in Albany, Syracuse, Detroit, Pittsburgh, and Washington.

COLLEGE VOCATIONAL ADVISING

October 1, 1915–October 1, 1916

College	Number of Visits	Number Present	Personal Conferences
Brown	5	125	43
Mt. Holyoke	7	241	61
Smith	7	556	62
Wellesley	23	200	104
TOTALS	42	1,122	270

Professional Opportunities Conferences — 1916.

February 16, Home Economics
"The Hospital Dietitian"
Miss E. Grace McCullough, Peter Bent Brigham Hospital
"Tea Room Management,"
Miss Nancy Flagg, "The Barnacle," Annisquam Mass.

February 23, Interior Decoration
Miss Mabel Harlow, (Harlow & Howland, Interior, Decorators)
Photography
Miss Florence Maynard
Dentistry
Dr. Anne S. Worthen
Pharmacy
Dean Theodore J. Bradley, Massachusetts College of Pharmacy

March 1, Social Work
Mr. Fred B. Johnson, General Secretary, Associated Charities of Boston
Dr. Walter E. Fernald, Superintendent, Massachusetts School for the Feeble Minded, Waverly, Mass.

March 8, The Stenographer
Mr. Edward F. Flynn, with the American International Corporation, New York N. Y.

DEPARTMENT OF VOCATIONAL TRAINING

Every department of the Union has made a definite contribution to vocational training during the year 1915-16. Fundamental problems of organization have been classified and practice work made definite and progressive.

The work of the Vocational Training Department may be classified as follows:

(1) Practice work for students of Simmons College to supplement college courses.
(2) Shop work for teachers of needle trades.
(3) Apprentice training for graduate students.
(4) Practice work with a study of business organization for special students with no college connection.

OPPORTUNITIES OFFERED

I *Secretarial Practice* in
Appointment Bureau Financial Office
Secretarial Office

From this period of office practice the student gains a new understanding of business demands and the preparation which is necessary.

II *Library Practice* in
Union Reference Library

III *Business Training in Lunch Room Management* in
Lunch Department, Main Building.
New England Kitchen, 39-41 Charles Street.
School Lunch Department, 108 Pleasant Street.
Food Shop.

By working through a series of related problems students learn the meaning of business organization.

IV *Trade Experience in Needle Arts* in
Children's Clothing Workroom
Gown Shop Hat Shop

Records are kept of all the work done in the shops, showing variety of problems, quality of work, rate of speed.

V *Normal Class for Teachers of Sewing in Trade and Industrial Schools*
Conducted in cooperation with Simmons College.

VOCATIONAL TRAINING IN UNION DEPARTMENTS

Simmons College Students

Secretarial, 72	Household Economics, 2	Institutional Management	Needle Arts
Appointment Bureau Financial Office Secretary's Office	New England Kitchen Lunch Department	Seniors, 20 School Lunch One Year Special, 24 Lunch Dept. New England Kitchen	Industrial, 4 (Normal Class) Children's Clothing Hat and Gown Shop Technical, 4 (one year students) Children's Clothing Hat and Gown Shop

Student Workers 1915-1916

Name	*Previous Training*	*Union Department*	*Present Position*
Esther C. Andrews, A.B.	Oberlin College	Salesmanship	
Margaret Ellis, A.B.	Wellesley College	New England Kitchen	Lunch room New England Tel. & Tel. Co., Providence
Catherine Reighard, A.B.	University of Michigan	Appointment Bureau	Director Waltham Girls' Club
Helen V. Siebald, B.S.	Simmons College	Lunch Department	Mgr. Lunchroom W. H. McElwain Co., Manchester, N.H.

INDUSTRIAL

THE BOOKSHOP FOR BOYS AND GIRLS

On October 9, 1916, a new department was established, — the Bookshop for Boys and Girls — to aid those interested in the selection of good books for young people. A suggestive purchase list, planned particularly for parents' use has been published, and the Bookshop is including in its stock pictures of interest to children and young people.

While this department is to a certain degree an outgrowth of the Children's Players' work it will prove of more sound and comprehensive value. It is, too, a logical new department for an organization which has devoted so much of its activity to definite educational work.

Careful thought and months of preparation preceded the opening of the Bookshop for Boys and Girls, and its ideals are in close sympathy with the desire of every earnest American at this time, that is, a general and deeper thoughtfulness in the interest of humanity and world-citizenship.

FOOD LABORATORY

The Food Laboratory has just completed its first year under the management of Mrs. Elizabeth Cushing, who was formerly a consignor and producer for the Food Shop. In the Laboratory twenty-six different kinds of cake are made; eighteen of the loaf and eight of the individual cakes, amounting to an output of 109,000 cakes yearly.

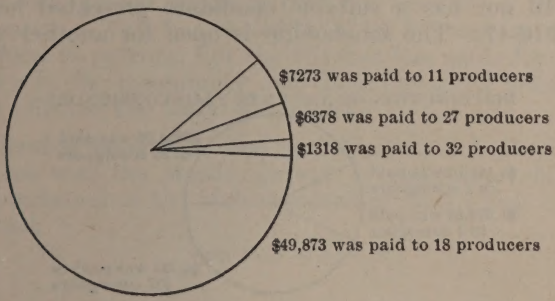
FOOD SHOP

The number of producers for the Food Shop has been smaller than in previous years, but larger amounts have been paid to these producers.

Each line of food shows an increase in sales, especially the candy from the Union's own Candy Kitchen. The production of this department has amounted to 13,500 pounds of candy during the past year.

The successful organization of the shop is shown by the number of inquiries there are for definite instruction in management which have come through the Vocational Training Department.

DISTRIBUTION OF AMOUNTS PAID PRODUCERS



Total: $64,842 was paid to 88 producers.

HANDWORK SHOP

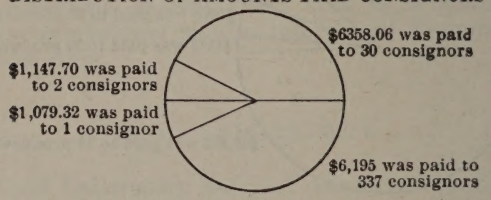
The Handwork Shop shows an ever increasing business. During the year 7829 articles have been passed upon by the Handwork Jury, consisting chiefly of needlework, decorated wood and ivory, infants' knitted and crocheted goods, silver, copper and other craft work. Hereafter it has been decided to employ only trained saleswomen in the Shop.

The Summer Shop has shown such a successful growth, with nearly double the business of 1915, that it has seemed advisable to plan for it again next summer, although a new site must be found at Magnolia, as the house formerly occupied is to be torn down.

In October, 1915, the Handwork Shop, with the assistance of the Social Work Department, to which the net proceeds were turned over, conducted an Antique Sale. It is hoped to hold another early in 1917. In May, 1916, the Shop conducted the Tea Garden at the Union's Garden Sale. The Director has given special lectures on principles of design as applied to children's clothing, method of handling retail order work, and clerical methods in shop work to students from the Technical Needle Arts and Industrial Needle Arts courses in connection with the work of the Vocational Training Department.

There was no scholarship in silversmithing awarded in 1915-16 nor has a suitable candidate presented herself for 1916-17. The scholarship is open for another year.

DISTRIBUTION OF AMOUNTS PAID CONSIGNORS


$6358.06 was paid to 30 consignors
$1,147.70 was paid to 2 consignors
$1,079.32 was paid to 1 consignor
$6,195 was paid to 337 consignors

Total: $14,780.08 was paid to 370 consignors.

HAT AND GOWN SHOP

The Hat and Gown Shop in cooperation with the Department of Vocational Training has supplemented the work of Simmons students in the Industrial and Technical Needle Arts courses by giving them an opportunity to apply classroom methods to real problems and to understand shop demands, the buying of materials and the cost of production.

LUNCH DEPARTMENT

Despite almost unprecedented conditions in the food market and labor field the Department has handled $119,638 worth of business, the highest mark ever reached. In order to make possible the necessary quick price adjustments, a cost accountant was added to the department in September, 1916. The attendance also shows an increase of 12,537 over 1915.

The Vocational Training Department has cooperated with the Lunch Department in an effort to arrange the best possible program for practice students.

NEW ENGLAND KITCHEN

The New England Kitchen has also felt the multiplying cost of food which in turn has reacted on the labor situation. This has necessitated an increase in the cost of food to patrons, but the Kitchen has made for itself a place in the community and these advanced prices have not affected the daily attendance.

Serving lunches at Harvard Medical School still continues and the steady growth of patronage shows an appreciation of the high standard of food which is maintained.

(See chart on page 38.)

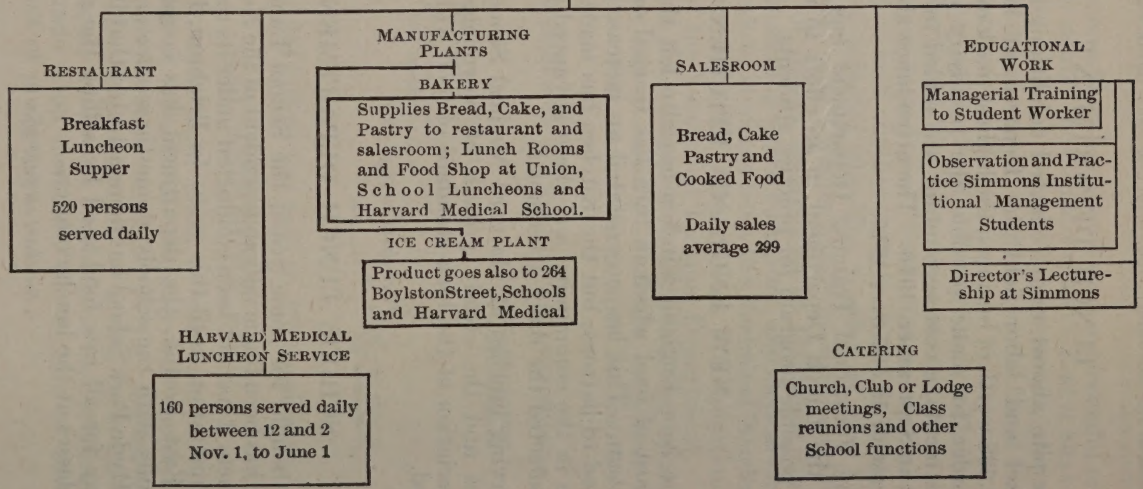
SCHOOL LUNCH DEPARTMENT

Although, for some years, the School Lunch Department has been financially independent of the New England Kitchen, it has not been conducted under its own separate administration until this year. In Brighton, Hyde Park, and East Boston, the department has cooperated successfully with the schools' domestic science departments. The Hyde Park School has demonstrated that it is possible to pay for all raw food used by selling the products of the classes at the lunch counter.

(See chart on page 39.)

NEW ENGLAND KITCHEN 39 - 41 CHARLES STREET

1915-1916 RECEIPTS $108,760 EMPLOYEES 57


RESTAURANT
Breakfast
Luncheon
Supper
520 persons
served daily
MANUFACTURING PLANTS
BAKERY
Supplies Bread, Cake, and Pastry to restaurant and salesroom; Lunch Rooms and Food Shop at Union, School Luncheons and Harvard Medical School.
ICE CREAM PLANT
Product goes also to 264 BoylstonStreet, Schools and Harvard Medical
SALESROOM
Bread, Cake
Pastry and
Cooked Food
Daily sales
average 299
EDUCATIONAL WORK
Managerial Training to Student Worker
Observation and Practice Simmons Institutional Management Students
Director's Lectureship at Simmons
HARVARD MEDICAL LUNCHEON SERVICE
160 persons served daily between 12 and 2
Nov. 1, to June 1
CATERING
Church, Club or Lodge meetings, Class reunions and other School functions

SCHOOL LUNCH DEPARTMENT

108 - 112 PLEASANT STREET

THE SCHOOLS

Luncheons served in 18 schools

- Boys' Latin
- Brighton High
- Charlestown High
- High School of Commerce
- Dorchester High
- Dorchester Annex
- East Boston High
- English High
- English Annex
- Girls' High
- Girls' Latin
- Hyde Park
- Mechanic Arts
- Normal School
- Roxbury High
- Roxbury Latin
- South Boston High
- West Roxbury High

THE SERVICE

67 Paid Employees

167 Students receive lunch for assisting at Lunch Counters

2 Motors
5 Express wagons
deliver lunches daily

EDUCATIONAL

Lunch Room management practice work to Simmons Seniors in Household Economics

THE STUDENTS

7000 Students served per day between 11.30 and 12.45

AMOUNT OF FOOD CONSUMED DAILY

1700	Rolls
2800	Sandwiches
100	Quarts of Soup
300	" " Milk
250	" " Cocoa
175	" " Ice Cream
500	Orders of Dessert (custard, pudding, etc.)
600	Apples and Bananas
1300	Orders of Hot Food (creamed fish, beef-stew etc.)

SOCIAL SERVICE
DEPARTMENT OF LAW AND THRIFT

A special effort has been made during the past year to coordinate the various activities of the Law and Thrift Department. As a result a number of legal clients and several borrowers from the Emergency Loan Fund have become members of the Industrial Credit Union, besides taking out Massachusetts Savings Bank Life Insurance policies.

SUMMARY OF CASES

Cases pending Oct. 1, 1915	51	
New, Oct. 1, 1915, to Oct. 1, 1916	333	
Total cases handled during the year		384
Date of Settlement		
Within one month	264	
Within two months	16	
Within three months	9	
Over three months	26	
Cases pending Oct. 1, 1915, settled	22	
Total cases during year		337
Cases pending October 1, 1916	47	

CLASSIFICATION OF CASES

Assignment of Wages	16	Lost Articles	4
Conditional Sales	18	Patent and Trade-mark	3
Bankruptcy	2	Property, real and personal	30
Collections	65	Probate	19
Contracts	27	State aid to mothers with dependent children	2
Copyright	2	Suits on promissory notes	9
Corporation Law	2	Torts	20
Criminal Law	7	Trustees Process	2
Domestic relations	17	Workmen's Compensation Act	15
Fraudulent Advertising	2	Advice and investigation on miscellaneous matters	41
Insurance Law	14	Advice Re Labor Laws	29
Investigation of business	8		
Investments (Advice)	17		
Loans, Law of	13		

THRIFT ACTIVITIES

Industrial Credit Union

Membership

537
312 Women
225 Men

Business

405 Loans amounting to $24,054

Assets $25,567

Earnings $1,239

2 Sections

A section assumes special responsibility for loans made to its members and receives stated earnings on same

3 Sections were transferred to Edison Light Co., June 1, 1916, resulting in withdrawal of about 200 members and $7,000

Growth

	Membership	Assets	Net Earnings
1912	262	$3,737.59	$124.12
1913	452	9,334.47	451.03
1914	549	16,835.38	941.21
1915	612	24,307.00	1,122.00
1916	537	25,567.23	1,239.27

Stamp Savings

In April, 1915, the Union took over the work of the Stamps Savings Society of Boston

Stations

49 Active in Boston and New England 8 are directly conducted by the Union

Business

Deposited 1915 - 1916 $34,072,12
No. of transactions 2940

Deposits in 6 largest stations	
South End House	$10,315
Women's Union	2,204
Rox. Neighborh'd House	2,043
Telephone Exchange	1,801
Margaret Fuller House	1,518
Eliz. Peabody "	1,456

Emergency Loan Fund

		Loans Made During The Year	
Amount of Fund, Oct. 1, 1915	$7047.20	62 amounting to	$7020.32
By Gifts	320.31	To Students:	
Interest on loans and bank balance	2066.08	13 amounting to $1.505	
Amount of Fund,		Number of Loans Repaid	55
Oct. 1, 1916	7731.23	Outstanding Oct. 1, 1916	74

Savings Bank Insurance

Policies in force, Oct. 1, 1915	23
New Policies written during year	22
Premiums collected	$1,132.42

LIBRARY

The Library is freely open for reference use to the public, both men and women, whether members of the Union or not. Its pamphlet collection of current material on women in industry and women's vocations is of considerable value to the social worker, investigator and student. Catalogues of institutions in the United States offering vocational training for women, directories of women's clubs, reports of minimum wage and industrial welfare commissions in the different states, reports of investigations made by Federal and State departments on conditions of women's employment, as well as numerous periodicals are on file in the library.

MATERIAL		ATTENDANCE	
Books	784	Visitors	3,716
Current Periodicals	207	Students	4,138
Pamphlets	5,587	Union	1,647
Total	6,578	Total	9,501

REFERENCE SERVICE

Requests Involving Research		Organizations Assisted	
Reference	1,614	Boston Organizations	40
Reading lists	434	Organizations in other cities	23
Legislative	141	Libraries	23
		Colleges and Universities	14
		Schools	22
		Magazines and Newspapers	5

LEGISLATIVE INFORMATION SERVICE

During the past year this service has been chiefly confined to information regarding Massachusetts laws and legislative proposals, provisions of bills, dates of hearings, reports of committee action, and records of members of the Legislature. It is hoped to extend the service to Federal measures and some material has been collected for this purpose. The work which has apparently proved of greatest use to clubs is the preparation of a survey of legislative action in 1916 on measures affecting women and of interest to women.

LEGISLATIVE COMMITTEE

Bills Endorsed:

The following measures were endorsed by the Union:

House Bills 468, 1381:	To prohibit excessive charges in the small loan business and to regulate assignments of wages. (Measures passed.)
House Bill 1417-2039:	To provide for erecting subway station at Arlington Street. (Passed in amended form without penalty.)
House Bill 78 Senate Bill 456:	To regulate industrial home work. (Rejected.)
House Bill 359	To provide for a bureau of immigration under the State Board of Labor and Industries. (Rejected.)
House Bill 303:	To establish a state bureau of employment with supervision over all employment agencies. (Defeated.)

DEPARTMENT OF SOCIAL WORK

Under the direction of this department regular war relief work has been carried on once a week by a group of volunteer workers, and twelve cases of hospital supplies were shipped abroad.

Following up the general idea of preparedness, a First Aid Class was organized for Union Employees, and there seemed to be such a demand for instruction of this kind, that classes open to the public have been formed.

General Information

The General Information Desk is the connection between the general public and all other Union Departments. Information relating to social agencies in the city and to lectures, entertainments and church services of all denominations is kept on file and it is the Union's desire to increase steadily the usefulness of this bureau, not only to Union members but to anyone who comes in or telephones.

Social Service Work

Women placed in positions 219
Including
42 physically handicapped
24 students provided with part-time work
Persons befriended in various ways 206
Persons seen once, advised and sent to other agencies 960

Total number assisted 1,385

Service to Organizations

60 Organizations have used Perkins Hall and Union Committee rooms
24 Outside organizations have used Perkins Hall an average of 3 times each

Room Registry

The Room Registry continues to offer to men and women a directory of the best boarding and rooming houses in the city and nearby suburbs. The list includes homes for invalids and convalescents as well as some furnished apartments. All houses are investigated before listing. This year 365 orders were filled.

Membership

Wednesday Evening Lectures for Members
12 Talks by Mrs. May Alden Ward, 1st and 3rd Wednesdays, November 4 to March 17.
10 Entertainments on the alternate Wednesday evenings.

TREASURER'S REPORT, FISCAL YEAR, 1916

TOTAL amount of business handled during the year ending September 30, 1916, amounted to $535,392.39. Receipts from the industrial departments amounted to $493,897.91; expenditures in this group of departments amounted to $478,440.24, making a net cash income of $15,457.67. The net income of the departments is divided as follows:

Lunch Department, including Sandwich Kitchen, $7,-467.62; Food Shop, $5,570.02; Food Laboratory $2,869.39; School Lunch $1,119.51; New England Kitchen and its activities $2,189.43; Handwork Shop, including the Summer Shop at Magnolia, $381.82.

Those which were run at a deficit were the Hat Shop $2,630.77; Gown Shop $1,360.95; and the Dairy Lunch, carried on during the summer period at the School Lunch plant, $148.40 and covered by a donation.

The net expense for the Social Educational work for the year amounted to $31,875.52; receipts from these departments $8,302.11, and expenditures $40,177.63. General Administrative has cost $13,469.34 making a total expense to be met of $45,344.56. To meet this expense we have an income from the industrial departments of $15,457.67; charges to departments for space $9,433.34; donations for the year $16,937.04; membership dues $5000; income from investments $912.25; miscellaneous income $909.74; miscellaneous adjustments $563-.13; making a total of $49,213.17. This leaves a net income for the year of $3,868.31.

The accumulated deficit of October 1, 1915, was $12,048.56 which reduced by this year's income, makes a deficit on October 1, 1916, of $8,180.25.

The increase in net income from industrial departments for last year is about $11,000. Nearly $6,000 of this is due to the Food Laboratory which has completed its first year under the new management. Last year we had a deficit of about $3,000 in this department and this year an income of almost the same figure.

The New England Kitchen and its activities have made a difference of about $3,400.00 more than last year. The Food Shop shows an increase of about $1,200 over last year. Handwork Shop shows a decrease of about $1,000 over last year but it will be remembered that this department reported a phenomenal income last year.

Appointment Bureau received this year $612.50 for Vocational Counseling at Brown, Mt. Holyoke, Smith and Wellesley Colleges and some donations from the Boston Alumnae Clubs.

The sales of the 48 shares of Pepperell stock, which was held in the fund known as "Perkins Securities," has netted $8,691. This is $3,891 above the par value of the stock. $5,607 has been retained as cash in the fund, raising the fund from $6,295 to $7,000. The balance $3,084 has been passed to the capital account. Other additions to this account during the year have been the Almena J. Flint legacy $1,000; the Polly R. Hollingsworth $500; Mary H. Shannon $2,000; bringing the total amount of the operating capital to $31,334. Mrs. Mary C. Jackson has contributed this year to the Emergency Loan Fund $320.31 which together with interest, brings the fund to $7,731.23.

Up to the time of closing the books we have received donations amounting to $1,500 to be placed at the disposal of the Bookshop for Boys and Girls, should it not be able to meet its expenses during the first year.

We have been advised that by the will of Mrs. Eleanor S. Mack we shall receive $5,500; $4,500 as a legacy from Mrs. Mack and $1,000 left by Mr. Mack to be paid after the death of Mrs. Mack.

REPORT OF THE TREASURER

To the Board of Government
of the Women's Educational and Industrial Union:

I HAVE the honor to present the thirty-eighth annual report of the Treasurer, together with the Auditor's reports, for the year ended September 30, 1916.

HELEN PEIRCE,
Treasurer.

To the Treasurer and Auditing Committee
of the Women's Educational and Industrial Union:

I HAVE made an examination of the books and records of the Women's Educational and Industrial Union for the twelve months ended September 30, 1916, and hereby certify that the accompanying balance sheet is in agreement with the books, and that the cash and securities called for by the balance sheet were on hand or properly accounted for as of September 30, 1916.

I have also examined the securities held by the Trustees of the Women's Educational and Industrial Union (Inc.), and have seen that the income from the same has been properly accounted for as set forth in the report by the Treasurer of the said corporation.

CHARLES F. RITTENHOUSE,
Certified Public Accountant, Auditor.

As Mr. Charles F. Rittenhouse has been employed from October 1, 1915, to October 1, 1916, to examine the Treasurer's books and accounts for the year ending September 30, 1916, we approve his report and adopt it as our own.

ALICE A. BURDITT,
RENTON WHIDDEN,
GEORGE U. CROCKER,
Auditing Committee.

SCHEDULE A

CONSOLIDATED BALANCE SHEET OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION AND THE TRUSTEES OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, INC., SEPTEMBER 30, 1916.

ASSETS

Current Assets			
Union Cash:			
In Bank and On Hand		$2,069.08	
Petty Cash Funds		1,302.00	$3,371.08
Union Benefit Cash			730.96
Stamp Savings Cash			33.99
Vacation Salaries			156.00
Accounts Receivable			9,193.97
Donations Receivable			834.60
Inventories			21,375.16
Library			436.66
Deferred Charges to Profit and Loss			4,548.69
Insurance Premiums Prepaid			1,274.52
Interest Prepaid on Notes Payable Discounted			69.07
Food Laboratory Good Will			2,100.00
Real Estate and Equipment			
Real Estate (Appraised Value)		$315,000.00	
Less Mortgage Payable		68,000.00	
Equity in Real Estate			247,000.00
General Equipment:			
264 Boylston Street	$10,351.14		
Food Laboratory	1,464.09		
New England Kitchen	3,859.80		
School Lunch	3,056.55	$18,731.58	
Less: Reserve for Depreciation		2,643.02	16,088.56
Fund Investments			
Funds in Hands of Trustees:			
Permanent Fund	$30,950.18		
Law and Thrift Fund	4,580.20	$35,530.38	
Perkins Securities:			
Cash	$5,607.00		
Investments	1,393.00	$7,000.00	
Emergency Loan:			
Cash	$2,076.32		
Notes Receivable	5,654.91	$7,731.23	
Stamp Savings		12,000.00	62,261.61
Total Assets			$369,474.87

LIABILITIES

Current Liabilities			
Accounts Payable:			
Trade Creditors		$26,514.43	
Other Creditors		1,500.00	$28,014.43
Notes Payable			6,000.00
Accrued Interest on Notes Payable			12.50
Pay Roll Accrued			5.52
Accrued Rent			108.33
Funds			
Funds in Hands of Trustees:			
Permanent Fund	$30,950.18		
Law and Thrift Fund	4,580.20	$35,530.38	
Emergency Loan		7,731.23	
Stamp Savings		12,134.43	
For Temporary Purposes:			
App. Bureau Scholarship	$85.00		
Union Benefit	754.00		
Publications	417.45		
Red Cross	27.85		
Book Shop Guaranty	1,500.00	2,784.30	
For General Purposes:			
Perkins Securities		7,000.00	65,180.34
Total Liabilities			$99,321.12
CAPITAL			
Invested in Real Estate		$247,000.00	
Operating Capital:			
Caroline A. R. Whitney Fund	$10,000.00		
M. C. C. Wilson Fund	500.00		
Alice M. Curtis Fund	9,250.00		
Internat'l Trust Co. Fund	5,000.00		
Almena J. Flint Fund	1,000.00		
Polly R. Hollingsworth Fund	500.00		
Mary H. Shannon Fund	2,000.00		
Union Miscellaneous Fund	3,084.00	31,334.00	278,334.00
Total Liabilities and Capital			$377,655.12
DEFICIT			
Operating Deficit, Oct. 1, 1915		$12,048.56	
Less: Net Income for the Year ended Sept. 30, 1916		3,868.31	8,180.25
			$369,474.87

SCHEDULE B

1915-16

Expenses of Social-Educational Departments		$53,646.97*	
Receipts of these departments		8,302.11	
Net cost			$45,344.86
Receipts from six industrial departments	$493,897.91		
Expenses of these departments	478,440.24*	$15,457.67	
Add:			
Income for space occupied		9,433.34	
Net income to Union from departments			24,891.01
Balance of yearly budget to be met			$20,453.85
Income from other sources:			
Donations		$16,937.04	
Membership dues		5,000.00	
From investments		912.25	
Miscellaneous Income		909.74	
Adjustments to Profit and Loss		563.13	24,322.16
Income for the year			$3,868.31

* Includes all charges for rent, heat, light, power, bookkeeping, depreciation of equipment and janitor service.

SCHEDULE C
ANALYSIS OF INCOME AND EXPENSES BY DEPARTMENTS
I. INDUSTRIAL DEPARTMENTS

	Lunch	N. E. Kitchen	School Lunch	Food Shop	Food Laboratory	Handwork[1]	Hat Shop[2]	Gown Shop	Total
Receipts	$119,638.01	$107,668.26	$76,184.19	$105,677.76	$20,126.53	$51,614.72	$2,950.34	$8,946.71	$492,806.52
Items of Expense:									
Food Supply	60,512.96	58,964.83	44,641.76	1,211.13	8,308.10				173,638.78
Merchandise				74,354.17		36,637.44	1,813.68	3,295.25	116,100.54
Salaries	31,962.79	29,817.62	18,128.62	13,199.09	5,708.54	7,556.20	2,090.35	5,294.39	113,757.60
Stationery and Printing	423.11	578.50	399.81	373.18	22.99	386.70	56.99	46.87	2,288.15
Advertising	162.24	11.00	23.86	12.50		27.60	18.25	18.63	274.18
Repairs and Renewals	252.71	505.57	424.39	52.81	87.66	111.18	15.26	6.98	1,456.56
Delivery and Express		1,107.24	3,404.05	1,766.34	310.04	232.25	12.08	13.49	6,845.49
Laundry	1,878.11	1,280.93	175.98	211.81	89.07				3,635.90
Fuel	1,722.20	1,846.87	489.14		286.24				4,344.45
Ice	830.32	1,437.64	250.45	16.08	153.05				2,687.54
Supplies	516.50	721.84	315.91	81.40	16.30	105.74	11.10	25.85	1,794.64
Packing Supplies		1,043.35	374.19	1,508.21	897.40	309.64	42.76	31.99	4,207.54
Equipment	2,145.03	877.84	1,257.35	6.27	22.13	12.75			4,321.37
Sundries	1,319.64	1,645.05	894.68	1,028.24	186.01	727.35	108.72	253.46	6,163.15
Overhead Charges	10,444.78[3]	5,640.55[3]	4,284.49[3]	6,286.41[3]	1,169.61[3]	5,126.05[3]	1,411.92[3]	1,320.75[3]	35,684.56
Total Expenses	$112,170.39	$105,478.83	$75,064.68	$100,107.74	$17,257.14	$51,232.90	$5,581.11	$10,307.66	$477,200.45
Net Income	7,467.62	2,189.43	1,119.51	5,570.02	2,869.39	381.82			15,606.07
Net Expense							2,630.77	1,360.95	
Dairy Lunch Expenses									148.40
Net Income from Industrial Departments									$15,457.67
Per Cent of Income or Expense	6.2%	2%	1.4%	5.3%	14.3%	.7%	89.2%	15.2%	

[1] Includes Summer Shop at Magnolia.

[2] Includes Manicure.

[3] Includes all charges for heat, light, bookkeeping, depreciation of equipment and janitor service except where department is not located at 264 Boylston Street. In the latter case heat and light are included in Sundries.

SCHEDULE C (*concluded*)

ANALYSIS OF INCOME AND EXPENSES BY DEPARTMENTS
II. SOCIAL AND EDUCATIONAL DEPARTMENTS

	Sales-manship	Sup. of Practice	App. Bureau	Research	Law and Thrift	Social Work	Gen. Ad.	Total
Receipts	$1,160.00[1]	$618.00	$4,027.73[2]	[3]	$560.50	$1,171.97		$7,538.20
Items of Expense:								
Salaries	3,545.77	1,221.23	4,719.75	3,458.57	3,081.01	5,884.37	8,585.04	30,495.74
Fellowships				1,500.00[4]				1,500.00
Stationery and Printing	198.84	24.51	259.13	92.63	35.89	212.21	533.43	1,356.64
Postage and Advertising	84.46	7.92	305.35	70.74	35.42	148.87	492.72	1,145.48
Library Expenses							2,651.86	2,651.86
Legislative Committee							101.26	101.26
Stamp Savings Expenses					152.73			152.73
Lecture Committee						284.25		284.25
School Lunch Conference							357.00‡	357.00
Hospitality and Befriending						3.45	84.30	87.75
Director's Expenses		100.00‡	76.75					176.35
Membership Expense						950.73		950.73
Expenses of Fellows				32.30				32.30
Telephone	124.73	42.02	316.62	63.69	82.76	304.51	337.20	1,271.53
Sundries	55.18		247.63	31.52	24.53	171.10	761.28	1,291.24
Overhead Charges	985.18[5]	709.76[5]	1,218.82[5]	883.61[5]	492.29[5]	4,420.17[5]	2,318.37[5*]	11,028.20[5]
Total Expenses	$4,994.16	$2,105.44	$7,143.65	$6,133.06	$3,904.63	$12,379.66	$16,222.46	$52,883.06
Net Expense	$3,834.16	$1,487.44	$3,115.92	$6,133.06	$3,344.13	$11,207.69	$16,222.46	$45,344.86

[1] In addition donations have been received from Jordan, Marsh Co., $500; Shepard, Norwell Co., $50; Gilchrist Co., $50.
[2] In addition $90 was donated toward the student workers' salaries by the Boston Alumnae Associations of Bryn Mawr and Smith, and the Association of Tufts Alumnae.
[3] $500 was donated anonymously toward "The Food of Working Women in Boston."
[4] See Donations, p. 54
‡ Covered by donations.
[5] Includes all charges for rent, heat, light, bookkeeping, depreciation of equipment, and janitor's service.
[5*] Includes expenses of Membership and Perkins Hall.

REPORT OF THE TRUSTEES OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION

A Charitable Corporation organized under the laws of Massachusetts, April 17, 1914

ASSETS

General Trust:			
Land and Building, No. 260-264 Boylston St., Boston, at assessed value, 1913. . . .			$315,000.00
$5000. Chicago, Burlington & Quincy R.R. Gen'l Mtg. 4's, due 1958, @ $94 . . .		$4,700.00	
$3000. Northern Pacific-Gt. Northern R.R., Joint 4's, @ $97		2,910.00	
$4000. Kansas City, Memphis Ry. & Bridge Co., 5's, due 1929, @ $94.50.		3,780.00	
$3000. Atchison, Topeka & Santa Fe Gen. Mtg. 4's, due 1995, @ $96		2,880.00	
$2000. Atchison, Topeka & Santa Fe R.R. Adj. 4's, due 1995, @ $88		1,760.00	
$2000. American Tel. & Tel. Co. 4's, @ $89, due 1995.		1,780.00	
$1000. Oregon Short Line R.R., 4's, due 1929, @ $92		920.00	
30 shares Fitchburg R.R. Pfd. @ $81 . . .		2,430.00	
18 " Old Colony R.R., @ $153		2,754.00	
50 " Pemberton Bldg. Trust, @ $60 . .		3,000.00	
28 " Everett Mills, @ $113		3,164.00	
3 " Pepperell Mfg. Co., 1 share of old stock exchanged for 3 of new stock .		291.00	
.5 " Lowell Bleachery Co.,			
4 shares Inventory. . .	$500		
Rights Sold	19		
	481		
1 new share	100	581.00	
Cash belonging to principal		.18	30,950.18
			$345,950.18
Law and Thrift Fund:			
$5000. Southern Pacific R.R. 4% convertible bonds of 1929		$4,400.00	
Savings Deposit Metropolitan Trust Co. . .		180.20	4,580.20
Total Assets			$350,530.38

LIABILITIES

Mortgage Notes on No. 260-264 Boylston St., held by Provident Institution for Savings .	$ 68,000.00

INCOME ACCOUNT

October 1, 1915, to October 1, 1916.

Balance October 1, 1915		$102.44
Receipts:		
Dividends and Interest General Trust . . .	$1,501.92	
Dividends and Interest Law & Thrift Fund .	54.86	
Helen Peirce, Treasurer	1,410.00	
Income, Perkins Fund	217.00	3,183.78
		$3,286.22
Payments:		
Interest on mortgage for $68,000 on estate No. 260-264 Boylston St., for year ending Aug. 30, 1916	$3,060.00	
Broker's commission, sale of Lowell Bleachery rights	.50	3,060.50
Balance Income on hand, Oct. 1, 1916		$225.72

GEORGE U. CROCKER, *Treasurer.*

REPORT OF GEORGE U. CROCKER, TRUSTEE UNDER THE 3RD CLAUSE OF WILL OF CATHERINE P. PERKINS, FOR THE BENEFIT OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION

INCOME ACCOUNT

Receipts:		
Balance, October 1, 1916	$ 3.50	
4 dividends New England Tel. & Tel. Co. . .	56.00	
Interest on Mortgage	157.50	$ 217.00
Payments:		
Balance transferred to Trustees Women's Educational & Industrial Union		$217.00

The Principal of the Trust is invested as follows:

8 shares New England Tel. & Tel. Co.	$1,040.00	
45 shares National Dock Trust	1,800.00	
$3500. Mortgage Note secured by mortgage Estate, No. 4 Hartford St., Dorchester . . .	3,500.00	
Deposit, Franklin Savings Bank	612.48	
Cash on hand belonging to principal, being proceeds of sale of 8 rights New England Tel. & Tel. Co.	31.60	$6,984.08

GEORGE U. CROCKER, *Trustee.*

DONORS

The Union wishes to express to the following donors its grateful appreciation of their endorsement of its educational and social work. Amounts have been given as follows:

OVER $100

Anonymous		$500.00
Anonymous		250.00
Converse, Mrs. Costello C.		500.00
Garden Sale		855.35
Jordan Marsh Company		500.00
Kehew, Mrs. Mary Morton		1,605.73
Kehew, Mr. William B.		200.00
Kimball, Miss Hannah P.		200.00
Mason, Miss Ellen F.		400.00
Mason, Miss Ida M.		500.00
Peirce, Mr. Edward R.		500.00
Peirce, Mrs. Edward R.		630.75
Sale of Things Old and New		500.00
Woods, Mr. Henry D.		250.00
Research fellowships:		
Clark, Mrs. Robert F.	500.00	
Kehew, Mrs. Mary Morton	43.06	
Kimball, Miss Hannah P.	600.00	
Receipts from Children's Party	100.00	
Receipts from Mrs. Ward's lectures	256.94	$1,500.00
		$8,891.88

$100

Anonymous	Foss, Mrs. James O.
Anonymous	Hubbard, Mrs. Charles W.
Cabot, Dr. Richard C.	Paine, Mr. William A.
Cary, Miss Georgina S.	Rogers, Miss Annette P.
Cotting, Mr. Charles E.	Silsbee, Mrs. George S.
Dennison, Mr. Henry S.	Stone, Mr. Galen L.
Fitzpatrick, Mr. Thomas B.	Wellington, Mr. William H.
Foss, Mrs. Eugene N.	Winthrop, Mrs. Thomas L.

$1,600.00

$10 to $100

Agassiz, Mrs. George R.	$20.00	Anonymous	50.00
Alford, Mrs. Orlando H.	30.00	Anonymous	25.00
Ames, Mrs. James B.	50.00	Anonymous	25.00
Anonymous	50.00	Anonymous	20.00

$10 to $100 *Continued*

Anonymous	20.00
Bartol, Miss Elizabeth H.	25.00
Baylies, Mrs. Walter C.	25.00
Bliss, Mr. Elmer J.	25.00
Bolles, Mrs. Richard F.	20.00
Bowditch, Mrs. Charles P.	25.00
Brewer, Mr. Edward M.	20.00
Briggs, Mrs. L. Vernon	50.00
Brown, Mrs. Atherton	25.00
Bryn Mawr Alumnae Association, Boston	25.00
Burr, Mrs. I. Tucker	25.00
Carr, Mrs. Samuel	50.00
Case, Miss Louisa W.	25.00
Chase and Sanborn	25.00
Clark, Mrs. J. Dudley	15.00
Crocker, Mrs. Alvah	20.00
Crocker, Mrs. Charles T., Sr.	25.00
Crocker, Mrs. Edward S.	25.00
Dalton, Mrs. Charles H.	25.00
Dean, Mrs. Charles A.	25.00
Dexter, Mrs. Wirt	15.00
Dodd, Miss Margaret J.	25.00
Downing, Miss Agnes F.	50.00
Dutton, Dr. Julia M.	50.00
Edwards, Miss Hannah M.	50.00
Emmons, Mrs. R. W. 2nd	15.00
Faulkner, Miss Fanny M.	15.00
Fenno, Mrs. L. Carteret	25.00
Fiske, Rev. George S.	15.00
Forbes, Mrs. Alexander	25.00
Fredericks, Mrs. B. W.	25.00
Freeman, Mrs. James G.	50.00
Fuller, Mrs. Alvan T.	15.00
Gilchrist Company	50.00
Grandin, Mrs. J. L., Sr.	25.00
Gray, Miss Isa E.	20.00
Hall, Mrs. Ellen P.	25.00
Hallowell, Mr. Frank W.	25.00
Hallowell, Mrs. Frank W.	25.00
Harwood, Mrs. George S.	25.00
Houghton, Miss Elizabeth G.	50.00
Howe, Mr. Henry S.	15.00
Howland, Miss Elizabeth K.	15.00
Hunnewell, Mrs. Arthur	20.00
Iasigi, Mrs. Oscar	25.00
*Ingell, Miss Mary A.	15.00
Johnson, Mrs. Edward J.	15.00
Kidder, Mrs. Henry P.	25.00
Kimball, Mrs. David P.	50.00
Lindsey, Mrs. William	15.00
Mason, Miss Fanny P.	50.00
McKee, Mrs. William L.	25.00
Morse, Miss Frances R.	50.00
Moseley, Miss Ellen F.	25.00
Peirce, Mrs. I. Newton	25.00
Phinney, Mr. H. A.	25.00
Prince, Mrs. Morton	60.00
Reynolds, Miss Anna T.	15.00
Rice, Miss Annie T.	25.00
Rich, Mrs. William T.	20.00
Richards, Mr. James L.	25.00
Roberts, Mrs. Coolidge S.	25.00
Rousmaniere, Mrs. Edmund S.	25.00
Sears, Mrs. J. Montgomery	50.00
Shattuck, Mrs. George H.	50.00
Shaw, Mrs. Robert G.	20.00
Shepard Norwell Company	50.00
Silsbee, Miss Martha	25.00
Smith College Alumnae Association, Boston Branch	50.00
Staniford, Mrs. Daniel	20.00
Stockton, Mr. Howard	20.00
Storrow, Miss Elizabeth R.	25.00
Streeter, Mrs. Edward C.	35.00
Sweet, Mrs. Joseph L.	25.00
Tapley, Miss Alice P.	50.00
Thayer, Mrs. Adelbert R.	25.00
Tufts Alumnae, Association of	15.00
Upham, Miss Susan	20.00
Van Brunt, Mrs. Chas.	25.00
Walworth, Mrs. Gardner C.	35.00
Warren, Miss Cornelia	50.00
Watkins, Miss Emma C.	20.00
Weld, Mrs. Charles G.	25.00
Whidden, Mr. Renton	50.00
Whidden, Mrs. Renton	50.00
Whitney, Mrs. Geoffrey G.	20.00
Whitten, Mrs. G. R.	20.00
Wigglesworth, Mr. George	50.00
Wilbur, Miss Mabel	75.00
Williams, Miss Adelia C.	25.00
Williams, Mrs. Stillman P.	25.00
Wolbach, Mrs. S. Burt	15.00
	$2,965.00

*Deceased.

Ames, Mrs. Hobart
Anderson, Mrs. Larz
Anonymous
Anonymous
Austin, Mrs. Calvin
Austin, Miss Edith
Bacon, Mrs. Paul V.
Baer, Mr. Louis
Baker, Mrs. A. T.
Barron, Mrs. Clarence W.
Bartol, Mrs. John W.
Beal, Mrs. Boylston
Beal, Mrs. James H.
Best, Mrs. Edward H.
Blake, Miss Marian L.
Boit, Mr. Robert A.
Bond, Mrs. Charles H.
Bond, Mrs. Charles W.
Bowditch, Mrs. Elizabeth F.
Bowditch, Mrs. N. I.
Bowker, Mrs. William H.
Brewer, Miss Eliza
Brigham, Mrs. C.
Brown, Miss Elizabeth B.
Burgess, Mrs. George E.
Burr, Miss Lucy W.
Carter, Mrs. James R.
Carter, Mrs. John W.
Chapin, Mrs. H. G.
Crocker, Mrs. George H.
Crompton, Miss Mary K.
Cummings, Mrs. Charles A.
Davis, Mrs. Charles B.
Davis, Mrs. Charles S.
Dennen, Mrs. E. J.
Douglass, Mrs. R. S.
Drown, Miss Mary F.
Dustin, Mrs. Warren P.
Elton, Mrs. J. P.
Ernst, Mrs. Carl W.
Estabrook, Mrs. Arthur F.
Eustis, Mrs. F. A.
Evans, Mrs. Glendower
Fay, Mrs. Dudley B.
Fenn, Mrs. Harry W.
Forbes, Mrs. Frank W.
Forbes, Mrs. Ralph E.
Forbes, Mrs. Waldo E.
Forbes, Mrs. William H.
Foster, Mrs. Francis C.
French, Miss Cornelia A.
Frothingham, Mrs. Paul R.
Gardiner, Mr. Robert H.
Gardner, Mrs. George P.
Glidden, Mrs. Henry O.
Grinnell, Mrs. S. B.
Hatfield, Mrs. H. K.
Hemenway, Mr. Alfred
Hemenway, Miss Clara
Heywood, Miss Helen R.
Hill, Mrs. William H.
Holmes, Miss Esther R.
Hooper, Mrs. James R.
Houghton, Mr. Clement S.
Howland, Miss M. Louise
Hughes, Miss Ada F.
Hunt, Mrs. William D.
Inman, Miss Ivy F.
Inman, Miss Minnie M.
James, Mr. George A.
Jenks, Miss Caroline E.
Jenks, Miss Mary F.
Johnson, Mr. Arthur S.
Johnson, Mr. Edward C.
*Jones, Mr. Jerome
Judd, Mrs. Curtis J.
Lamb, Miss Rose
Lancashire, Mrs. J. H.
Lasell, Mrs. Josiah M.
Lawrence, Mr. H. Hooper
Leman, Mr. J. Howard
Lowell, Miss Georgiana
Lowell, Miss Lucy
May, Miss Eleanor G.
Minot, Mrs. Robert S.
Neal, Mrs. James A.
Nichols, Mrs. John H.
Parker, Miss Eleanor S.
Parker, Mr. Walter E.
Proctor, Mrs. James H.
Rand, Mrs. Harry S.
Rantoul, Mrs. Neal
Richards, Mrs. A. R.
Robson, Mr. John W.
Sanders, Mrs. William B.
Sanger, Mrs. George P.
Sargent, Mrs. Charles S.
Secretarial Office, Employees

$10 *Continued*

Shepard, Miss Emily B.
Shillaber, Mrs. Charles P.
Simons, Mrs. Mary E.
Spalding, Miss Mary A.
Stackpole, Mrs. Edward
Stearns, Mrs. F. W.
Stevens, Mrs. Samuel D.
Stevenson, Mrs. Robert H.
Swift, Mr. George H.
Taintor, Mrs. Charles W.
Talbot, Mrs. Henry P.
Thacher, Miss Elizabeth B.
Thacher, Mrs. Henry C.
Thacher, Miss Margaret W.
Thorne, Mrs. Samuel, Jr.
Tolman, Mrs. Gilbert
Tower, Miss Ellen M.
Tucker, Mrs. Alanson
Tyler, Mrs. John F.
Vaughan, Mrs. Benjamin
Vialle, Mr. Charles A.
Ward, Mrs. May Alden
*Warren, Mr. Albert C.
Warren, Mrs. Bayard
Weaver, Miss Fanny L.
Wesson, Mrs. Sarah K.
Whiting, Miss Anna M.
Whitney, Mr. Frank
Wilder, Miss Margaret G.
Willard, Miss Helen
Willcox, Miss Mary A.
Woods, Miss Florence
Woolson, Mrs. J. A.
Wyman, Mrs. A. G.
Young, Mrs. Benjamin L.

$1,330.00

In addition 807 members and friends have contributed in amounts less than $10 . . . . . $2,150.21

$16,937.04‡

Acknowledgment is made also for the following contributions for special purposes:

Capital Fund	
By bequest of Almena J. Flint	$1,000.00
By bequest of Polly R. Hollingsworth	500.00
By bequest of Mary Shannon	2,000.00
Bookshop Fund	
Mrs. Mary Morton Kehew	1,000.00
Mrs. Edward R. Peirce	500.00
Emergency Loan Fund	
Mrs. Mary C. Jackson	320.31
Appointment Bureau Scholarship 1917	
Association of Tufts Alumnae	15.00
Boston Mt. Holyoke Alumnae Association	20.00
Smith College Alumnae Association, Boston Branch	50.00
Union Red Cross Work	602.75

*Deceased.

‡Of this amount $3,860.34 was given for designated purposes.

ACT OF INCORPORATION

COMMONWEALTH OF MASSACHUSETTS

BE it known that, whereas, Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay have associated themselves with the intention of forming a corporation under the name of the *Women's Educational and Industrial Union*, for the purpose of increasing fellowship among women, in order to promote the best practical methods for securing their educational, industrial and social advancement, and have complied with the provisions of the statutes of this Commonwealth in such case made and provided, as appears from the certificate of the President, Treasurer and Directors of said Corporation, duly approved by the Commissioner of Corporation, and recorded in this office:

Now, therefore, I, Henry B. Peirce, Secretary of the Commonwealth of Massachusetts, do hereby certify that said Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay, their associates and successors, are legally organized and established as and are hereby made an existing Corporation, under the name of the *Women's Educational and Industrial Union*, with the powers, rights, and privileges, and subject to the limitations, duties, and restrictions which by law appertain thereto.

Witness my official signature, hereunto subscribed, and the seal of the Commonwealth of Massachusetts, hereunto affixed, this twenty-third day of April in the year of our Lord one thousand eight hundred and eighty.

(*Signed*) HENRY B. PEIRCE,
Secretary of the Commonwealth.

FORM OF BEQUEST

I give and bequeath to the WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, in Boston, in the State of Massachusetts, incorporated in the year 1880, its successors and assigns the sum of.....
to be applied to.....

The supply for distribution is exhausted, but the following leaflets may be consulted in the Union Library.

CHILD LABOR. Facts in Support of National Legislation to prevent the Employment of Children under Fourteen. (In cooperation with the Massachusetts State Federation of Women's Clubs, 1907.)

CLEAN MILK. An Experiment in Its Production, 1906.

DOMESTIC REFORM LEAGUE, History of.

DOMESTIC SERVICE, A Possible Alleviation of Present Difficulties in.

DOMESTIC SERVICE, Hours of Labor in. (In cooperation with the Massachusetts Bureau of Statistics of Labor, 1898.)

DOMESTIC SERVICE: Immigration as a Source of Supply for Domestic Workers. (Based upon a study of conditions in Boston, 1906.)

DOMESTIC SERVICE: The Law of Employer and Domestic Employee.

DOMESTIC SERVICE, Social Conditions in. (In cooperation with the Massachusetts Bureau of Statistics of Labor.)

ETHICS COMMITTEE LEAFLETS — (1895-1900).

1. The Importance of Habits, by Professor William James.
2. A Popular Fallacy, by Lucia True Ames.
3. Social Righteousness, by Dean George Hodges, D.D.
4. Luxury and Responsibility, Extracts from the writings of Richard T. Ely, Ph.D., LL.D., and others.
5. The Evolution of Providence, by E. W. Wheelock.
6. What is Our Social Ideal, from "Introduction to Political Economy," "Outlines of Economics" and "Socialism and Social Reform," by Richard T. Ely, Ph.D., LL.D.
7. Problems Raised by the War, by Hon. George S. Boutwell.
8. Imperial Democracy, by David Starr Jordan.
9. Greek Democracies, by Thomas Davidson.
10. Simplification of Life, by Mary Brown.
11. For What Can War but Endless War Still Breed? Selected Quotations.
12. Expensive Living the Blight on America, by Joseph Lee, from the "New England Magazine."
13. A Glimpse into a World of Darkness, written by a blind person for the Committee on Ethics.

THE MARCHING MORROWS, a Yearbook of Quotations.

EXPENSE ACCOUNT BOOK, College, 1908.

HOME AND SOCIAL ECONOMICS, Suggestions for a Professional School of.

HOME ECONOMICS COMMITTEE.
The House Efficient, by Ethel S. Fifield (1902).

HOME-MADE AND PREPARED FOOD, Comparisons of the Cost of. (In cooperation with the Massachusetts Bureau of Statistics of Labor, 1900.)

INSTALLMENT BUYING, THE NEED OF LEGISLATION TO REGULATE. Leaflet in support of bill entered in 1906.

INSTALLMENT PLANS IN BOSTON. Methods of Selling on, 1905.

INTER-MUNICIPAL RESEARCH BULLETINS.
Volume 1, Numbers 1, 2, 4, 5, 6, 7, (1904-5).
Volume 2, Numbers 1, 2 (1905).

NEEDS AND POSSIBILITIES OF PART-TIME EDUCATION, by the Research Department of the Women's Educational and Industrial Union and the Bureau of Education, 1913.

TRADE SCHOOL FOR GIRLS: A Preliminary Investigation in a Typical Manufacturing City, Worcester, Mass., 1913.

VOCATION SERIES BULLETINS: Nos. 1 to 6 for free distribution. (See opposite page.)
No. 7, Real Estate; 8, Industrial Chemistry; 9, Bacteriological Work; 10, Interior Decoration; 11, Medical Social Service; 12, Organizing Charity; 13, Social Service for Children; 14, Settlement Work.

WORKING WOMEN, SOCIAL STATISTICS OF. (In cooperation with the Massachusetts Bureau of Statistics of Labor, 1901.)

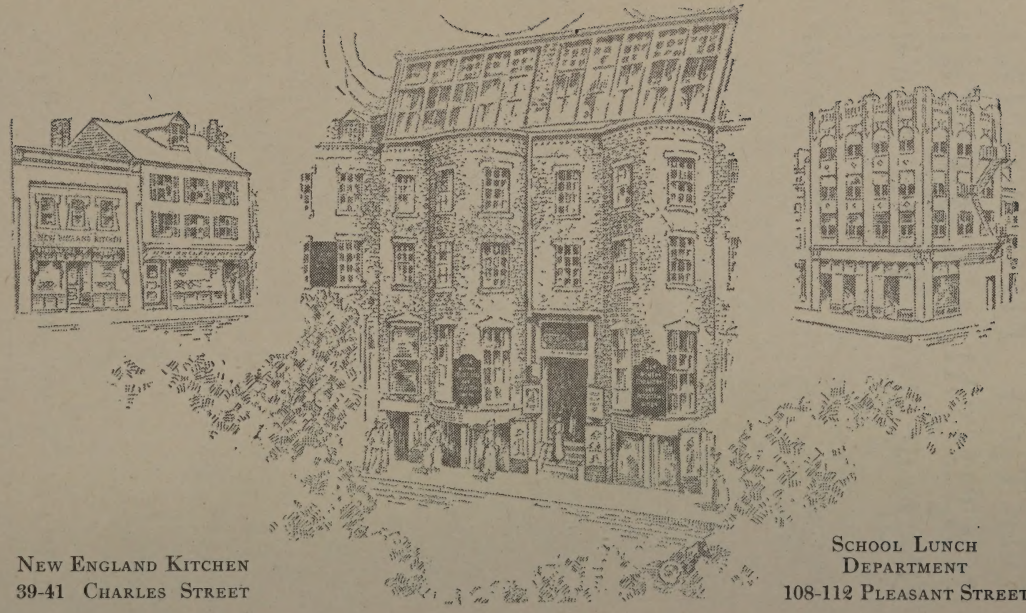
WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION
BOSTON MASSACHUSETTS

1917

THIRTY-NINTH ANNUAL REPORT OF THE WOMEN'S EDUCATIONAL & INDUSTRIAL UNION FOR THE YEAR 1916-1917

ORGANIZED 1877 INCORPORATED 1880

264 BOYLSTON STREET, BOSTON
MASSACHUSETTS : : 1918



New England Kitchen
39-41 Charles Street

School Lunch
Department
108-112 Pleasant Street

Women's Educational and Industrial Union
264 Boylston Street

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ACT OF INCORPORATION

COMMONWEALTH OF MASSACHUSETTS

BE it known that, whereas, Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay have associated themselves with the intention of forming a corporation under the name of the *Women's Educational and Industrial Union*, for the purpose of increasing fellowship among women, in order to promote the best practical methods for securing their educational, industrial, and social advancement, and have complied with the provisions of the statutes of this Commonwealth in such case made and provided, as appears from the certificate of the President, Treasurer, and Directors of said Corporation, duly approved by the Commissioner of Corporations, and recorded in this office:

Now, therefore, I, Henry B. Peirce, Secretary of the Commonwealth of Massachusetts, do hereby certify that said Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay, their associates and successors, are legally organized and established as and are hereby made an existing Corporation, under the name of the *Women's Educational and Industrial Union*, with the powers, rights, and privileges, and subject to the limitations, duties, and restrictions which by law appertain thereto.

Witness my official signature, hereunto subscribed, and the seal of the Commonwealth of Massachusetts, hereunto affixed, this twenty-third day of April in the year of our Lord one thousand eight hundred and eighty.

(*Signed*) HENRY B. PEIRCE,
Secretary of the Commonwealth.

FORM OF BEQUEST

I give and bequeath to the WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, in Boston, in the State of Massachusetts, incorporated in the year 1880, its successors and assigns the sum of

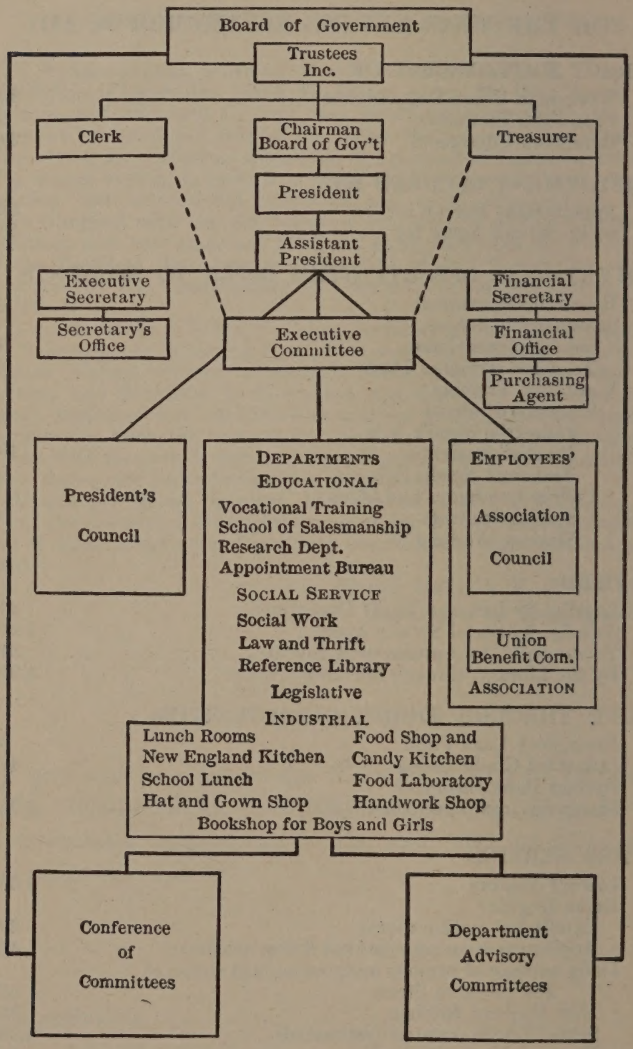
.....

to be applied to.....

VOLUME OF THE UNION'S WORK
FOR THE YEAR ENDING SEPTEMBER 30, 1917

DIRECT EMPLOYMENT OF	
Workers in Union Departments	330
Food Shop Producers	84
Handwork Consignors	392
EMPLOYMENT SECURED BY	
Appointment Bureau for	626
Social Service Agent for	301
EDUCATIONAL OPPORTUNITIES GIVEN TO STUDENTS	
Research Department	5
Salesmanship School	
Saleswomen's Class	67
Teachers' Training Class	40
Vocational Training	
Simmons Students	
Industrial Needle Arts	7
Practice Students	137
Technical Needle Arts	6
College Graduates and Others	
Special Students	38
Student Workers	6
ADVISED	
Legally, by Law and Thrift Department	381
Socially, by Social Service Agent	1,201
Vocationally, by Appointment Bureau	817
By the Library, through reference service	1,698
AIDED THROUGH THRIFT OPPORTUNITIES	
Emergency Loan Fund	54
Industrial Credit Union	470
Savings Bank Insurance	46
Stamp Savings (approximately)	2,045
OTHER SERVICE	
Library Visitors	4,037
Room Registry	
Landladies renting rooms	269
Applicants securing approved living quarters	433
Daily average of persons using restaurant rooms at 264 Boylston Street	889
New England Kitchen	534
School Lunch counters (estimated)	8,000
Harvard Medical School	195

ORGANIZATION



ORGANIZATION

BOARD OF GOVERNMENT

Composed of officers of the Union and fifteen members (nine permanent) — has the general administration of Union affairs.

TRUSTEES OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, INC.

Seven permanent trustees form a separate charitable corporation to care for the Union's land, buildings, and funds.

EXECUTIVE COMMITTEE

The Board of Government delegates all executive detail to the Executive Committee, which is composed of President; Chairman, Board of Government; Clerk of the Union; Treasurer; Executive and Financial Secretaries. All departments report regularly to the Executive Committee.

PRESIDENT'S COUNCIL

Composed of President; Chairman, Board of Government; Executive and Financial Secretaries and Directors of Departments — determines questions common to departments subject to the President's veto or approval.

EMPLOYEES' ASSOCIATION

Employees collectively as represented by an Employees' Association are recognized in a definite relationship to the Board of Government through the President of the Union. The executive body of the Association, made up of department representatives, is known as the Association Council. A Union Benefit Committee administers for the Association and the Union, a Benefit Fund through which payment for absence is made. The Union pays no wages to absent employees except in certain cases, but pays a certain percentage into the Benefit Fund to which employees themselves contribute regular dues.

CONFERENCE OF COMMITTEES

The Conference is composed of members of the Board of Government, all members of Union committees, and others invited to membership. It offers an opportunity for the presentation of all phases of Union work and for discussion of related work by specialists.

DEPARTMENT ADVISORY COMMITTEES

Sustain an advisory relation to the Union departments with which they are connected, concerning themselves with matters of policy and the broader aspects of the work.

ADMINISTRATION

PAST PRESIDENTS

Dr. Harriet Clisby	1877–1881
Mrs. Abby Morton Diaz*	1881–1892
Mrs. Mary Morton Kehew	1892–1913
Mrs. Mary Schenck Woolman	1913–1914

HONORARY VICE PRESIDENTS

Melissa Chamberlin*
Dr. Harriet Clisby
Mary F. Eastman*
Mrs. Eleanor S. Mack*
Mrs. Evanette F. Osborn*
Lucia M. Peabody
Mrs. Kate Gannett Wells*

BOARD OF GOVERNMENT 1917–1918

Mrs. Mary Morton Kehew, *Acting President, and Chairman, Board of Government*
Sarah Louise Arnold, *Vice Chairman, Board of Government*
Mrs. Mabel W. Whidden, *Clerk*
Mrs. Helen Peirce, *Treasurer*
George U. Crocker, *Assistant Treasurer*

Helen F. Greene
Sophie C. Hart
Edith M. Howes
Dr. Henry Lefavour
Ida M. Mason
Louisa I. Pryor
Bertha Stevenson†
Roxana H. Vivian
Renton Whidden

TRUSTEES OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, INC.

(In charge of the Union's land, buildings, and funds)

Henry Lefavour, *Chairman*
Mrs. Mary Morton Kehew, *Associate Chairman*
George U. Crocker, *Secretary-Treasurer*

Mrs. Helen Peirce
Mrs. Mabel W. Whidden
Renton Whidden

CATHERINE P. PERKINS FUND

George U. Crocker, *Trustee*

*Deceased.
† Resigned.

DEPARTMENTAL EXECUTIVE STAFF

Caroline L. Humphrey, *Assistant President*
Helen N. Henry, *Executive Secretary*
Mrs. Marie B. Griggs, *Financial Secretary*

DIRECTORS

Mrs. Florence E. Amidon, *Gown Shop*
Edith M. Batchelder, *Senior Counsel, Department of Law and Thrift*
Hanna H. DeWees, *Lunch Department*
Lucile Eaves, *Department of Research*
Ella C. Emerson, *Food Shop*
Florence Jackson, *Department of Vocational Advice and Appointment*
Helen E. Lockwood, *Department of Vocational Training*
Bertha E. Mahony, *The Bookshop for Boys and Girls*
Mrs. Lucinda W. Prince, *School of Salesmanship*
Helen E. Rowley, *Department of Social Work*
Daisy B. Treen, *School Lunch Department*
Julia E. Turner, *New England Kitchen*
Josephene D. Weymouth, *Handwork Shop*

ASSOCIATE DIRECTORS

Helen I. Binning, *Department of Law and Thrift*
Mabel Gair Curtis, *Department of Vocational Advice and Appointment*
Mrs. Elizabeth E. Cushing, *Food Laboratory*
Ethel M. Johnson, *Librarian*
Anna A. Kloss, *Department of Vocational Training*
Helen R. Norton, *School of Salesmanship*
Charlotte A. Perkins,* *Department of Law and Thrift*

ASSISTANT DIRECTORS

Alice A. Alden, *Children's Clothing*
Mildred M. Bettel, *Lunch Department*
Mabel F. Champlin, *Assistant Financial Secretary*
Mrs. Mabel G. Cook, *Food Laboratory*
Mrs. Lois C. Davidson, *New England Kitchen*
Mrs. Mary L. Faye, *Designer, Children's Clothing*
Edith W. Fisher, *Handwork Shop*
Jessie C. Hall, *Membership Secretary*
Alma W. Howard, *The Bookshop for Boys and Girls*
Henrietta A. Kilbourn, *School Lunch Department*
Ida M. Sawyer, *School of Salesmanship*
Minnie J. Snyder, *Food Shop*
Mrs. Anna F. Waterbury, *Purchasing Agent*
Margaret D. Woodworth, *Department of Social Work*

* On leave of absence.

PROFESSIONAL ADVISERS

Dr. Marion Coon, *Sanitary Inspector, Food Shop*
Mrs. Maria Howard Hilliard, *Home Economics Consultant, Consultant for Union's Food Shop and Lunch Rooms*
Alice Morse, *Designer, Consultant for the Handwork Shop*
Mrs. Ethel B. Thore, *Decorator for Union Industrial Departments*

AUDITOR

Charles F. Rittenhouse, C.P.A., *Professor of Accounting, College of Business Administration, Boston University*

ASSISTANTS

Mrs. Ida M. Brown, *Room Registrar*
Madeline A. Burns, *Recording Clerk*
Ethel M. Carter, *Kitchen Superintendent, School Lunch Department*
Mrs. Maude A. Edson, *House Superintendent*
Katherine A. Gillis, *Salesroom Assistant, Food Shop*
Alice C. Gleason, *Placement Secretary, Appointment Bureau*
Mrs. Maybelle S. Hatch, *Supper Superintendent, New England Kitchen*
Edna F. Haynes, *Department of Vocational Training*
Vivian O. Jones, *Supper Superintendent, Lunch Department*
Mrs. Florence R. King, *Special Social Service Worker*
Ethel S. Kingman, *Head Bookkeeper, Financial Office*
Mrs. Charlotte E. Lewis, *Packing Room Assistant, Food Shop*
Helen M. Meads, *Kitchen Superintendent, Lunch Department*
Annie G. McCourt, *Assistant Purchasing Agent*
Caroline E. Noble, *Cashier, Financial Office*
Mrs. Lilias Ross Raymond, *Children's Clothing*
Margaret F. J. Sander, *Research Department*
Margaret E. Sayward, *Story Teller, The Bookshop for Boys and Girls*
Bertha Shepard, *Printing Agent*
Constance E. Syer, *Handwork Shop*
Alice M. Wheeler, *Packing Room Assistant, School Lunch Department*

FELLOWS, DEPARTMENT OF RESEARCH

Lorna Dietz, A.B., Milwaukee-Downer College
Elizabeth Greene, A.B., Smith College
Nellie M. Reeder, A.B., Wellesley College

STUDENT WORKERS

Ruby F. Howe, S.B., University of Vermont, *Food Shop*
Lillian C. Fee, S.B., Simmons College, *Lunch Department*
Margaret L. Gladwin, S.B., Simmons College, *Lunch Department*
Christine I. Ricker, S.B., Simmons College, *New England Kitchen*
Alice M. Stevens, S.B., Simmons College, *New England Kitchen*
Mary Frances Dittmer, S.B., Simmons College, *School Lunch Department*
Margaret R. Davidson, A.B., Wellesley College, *Appointment Bureau*
Constance H. Wood, A.B., Smith College, *Appointment Bureau*

EMPLOYEES' ASSOCIATION OFFICERS

Margaret D. Woodworth, *President*
Bertha M. Wallace, *Vice-President*
Elizabeth B. Harris, *Secretary*
Jessie C. Hall, *Treasurer*

CONFERENCE OF COMMITTEES

PROGRAM 1917–1918

November 13, 1917 (Conference luncheon at one o'clock, precedes the Annual Meeting).

"The Union's Part in Food Conservation"

Miss Caroline L. Humphrey, *Assistant President,* presiding

December 10, 1917

Department of Vocational Training

"The Union as a Laboratory for College Students"

(Its contribution to Simmons College)

Miss Anna A. Kloss, *Associate Director,* presiding

January 14, 1918

The Appointment Bureau

"War and the Employment of Women"

Miss Florence Jackson, *Director,* presiding

February 11, 1918

Department of Research

"The Vocational Experiences of Boston Young Persons"

Miss Lucile Eaves, *Director,* presiding

March 11, 1918

The Bookshop for Boys and Girls

"Children's Literature"

Miss Bertha E. Mahony, *Director,* presiding

April 8, 1918

The School of Salesmanship

"Department Store Education in War and Peace"

Mrs. Lucinda W. Prince, *Director,* presiding

ANNUAL REPORT

1916–1917

IN spite of uncertain business conditions the year 1916–1917 opened with a fair promise from all the industrial departments of contributing rather more to the support of the social-educational departments than in the past, thereby relieving the necessity of appealing to our friends to so large an extent. Unfortunately the business crisis brought about by the declaration of war in March materially reduced our expected income and again we were obliged to call upon our friends. In spite of many additional demands from every direction, the Union's appeal met with the same generous response as in former years, thus permitting us to continue our various fields of activity.

The Purchasing Agent, by keeping in close touch with the market, has been able to make an appreciable saving in the cost of supplies. Directors and members of departments have heartily co-operated in all conservation measures. Every effort has been made to conform to the requests of the various conservation committees as regards packing supplies, foodstuffs, fuel, etc. Meatless and wheatless days are observed strictly in the Food Departments.

Much attention has been given to war work in addition to the regular work of each department. An effort has been made to have at hand in the Library and at the Main Desk complete information as to organizations conducting war work of any kind. A survey was made in the spring of the Union Workers, Food Shop Producers, and Handwork Consignors, to ascertain what amount and kind of voluntary war service would be available from these groups. Our student workers have volunteered their services as demonstrators for the Food Conservation Committee. Talks have been given by a number of the directors on Food Values. Through the Research Department the Union co-operated in the National Dietary Survey.

RESEARCH DEPARTMENT

Coming from press just at this time of national stress, when women's work is assuming a new import, the Research Department study of 1915–1916, "Food of Working Women in Boston," prepared for the Massachusetts State Department of Health, is of especial value. Some progress was made during the year on the study of School Luncheons, begun in 1915–1916, and work will be continued on this during the coming year. Good progress has been made in a new investigation which was undertaken with the co-operation of the United States Bureau of Labor Statistics. This survey of "The Vocational Experiences of Boston Young Persons" will be based on six thousand educational certification records and about ten thousand school placement reports. The difficult period between sixteen and twenty-one, when young persons choose a vocation and win a footing in the economic world, will be studied from the point of view of the experiences of the young persons rather than the needs of industry and commerce. Information has been collected about young persons engaged in confectionery and boot and shoe manufacturing, in retail selling, in metal and electrical trades and in the telephone service. In addition data has been obtained showing the vocational and educational experiences of a thousand illiterates, most of whom were recent immigrants. Manuscript reports were completed for the confectionery, retail selling, and metal trades groups, and some progress was made in the tabulation of other data. Because of the amount and value of available material it has seemed wise to continue the same study for 1917–1918. It is planned to publish preliminary reports of public interest in the Monthly Review of the Bureau of Labor Statistics, which will later appear in book form.

The returns from a questionnaire sent out to the former fellows show that those trained in the department are holding positions of responsibility, with excellent salaries, and are rendering a great variety of war service. With the exception of one, who withdrew on account of illness, all of the year's fellows are holding responsible positions, one in the Children's Bureau at Washington, one as Welfare

Worker, one in special Y. W. C. A. war work, one as social investigator.

SALESMANSHIP

The frequent and widespread demand for the services of the graduates of the Teachers' Training Class, for both school and store positions, indicates the recognition which the work of the School of Salesmanship is receiving throughout the country. All the accredited members of the class of 1917 received positions before the end of the school year, leaving thirty desirable openings unfilled. During the year increasing emphasis was placed on the use of co-operating stores as laboratories and on the interpretation of business situations and problems. In addition to the seven stores already co-operating with the Saleswomen's Class (Wm. Filene's Sons Co., Gilchrist Co., E. T. Slattery Co., Jordan Marsh Co., Shepard Norwell Co., C. F. Hovey Co., R. H. White Co.) L. P. Hollander & Co., was added to the list. The enrollment of 67 in this part of the school brings the total number who have attended since its beginning in 1905 to 814, with 796 graduates. For 1917–1918 there are forty in the Teachers' Training Class, representing eight colleges, eleven universities, three normal schools, and fourteen States. Graduates of the School are employed in fifty-eight stores and two factories in twenty-one States and in twenty-two school positions in twenty-one cities and ten States.

At the request of the United States Bureau of Education, the Associate Director prepared a bulletin descriptive of the history and work of the School, entitled "Department-Store Education," which appeared in September.

In addition to the Advisory Committee of the Department, one for the Teachers' Class was formed, composed of the faculty of the School and the Educational Directors of two of the leading department stores of the city, both graduates of the School.

DEPARTMENT OF VOCATIONAL ADVICE AND APPOINTMENT

This department has, as in past years, tried to develop opportunities for the young woman who has had a college education or its equivalent, while it has continually studied the placement of the woman of experience. It becomes each year more evident

that, for the present at least, the greatest contribution that the Bureau has to make will be upon educational lines. It is hoped that there may be an opportunity to develop a course for the training of employment secretaries. Owing to war conditions and pressure of other work it has seemed advisable to discontinue temporarily the Vocational Guidance course. The Director has, however, acted as Vocational Adviser as usual for Mt. Holyoke, Smith, and Wellesley Colleges and also for Bryn Mawr and Jackson.

During the year work on a new volume to take the place of "Vocations for the Trained Woman," Pt. I, was begun by Dr. Elizabeth K. Adams, formerly head of the Education Department at Smith College. The preliminary questionnaires to salaried women, women independently in business, employers and employment agencies, have been sent out and it is hoped to have the book ready for press in the spring of 1918.

The Appointment Bureau is endeavoring to meet the present emergency by a constant study of the employment situation created by the war. To that end an investigation has been undertaken by a volunteer committee to determine what opportunities for women have been created by the draft. This is now in process of completion and promises to be of much value.

An effort has been made to avoid duplication of the work of the business agencies and to follow the new trend in the field of employment for women. Stress has been laid on the personal qualifications of workers and special training or experience as requisites for registration. More call than ever before has come to the Bureau for women with training in chemistry and for those (especially recent college graduates) who desire training for executive positions in banking and manufacturing. Unusually interesting positions filled this year have been a vocational counselor for blind children, a research worker in a new educational department of a large telephone company, an educational assistant in a children's museum, and a bacteriological assistant in a dental infirmary. There has been an increase in both registrations and orders over 1915–1916, 9% in the latter and 17% in the former. The

fees of the department increased 17% over the previous year.

During the year a Social Service Advisory Committee was formed, made up of leading Social Service Executives. This met monthly, confining its efforts to educational propaganda. In June, twenty college students (classes of 1917 and 1918), representing Brown, Bryn Mawr, Mt. Holyoke, Radcliffe, Smith, Vassar, and Wellesley Colleges, spent three days in Boston as the guests of the Committee and the Union. An exceptionally good opportunity was given them to realize something of the significance of social work as a profession. A similar excursion on a more extended scale is planned for in June, 1918.

VOCATIONAL TRAINING

The Vocational Training Department serves as the connecting link between the industrial and educational departments, making possible the use of the former as educational laboratories. The training it gives may be classified as follows: 1. Apprentice training for college graduates. 2. Practice work for Simmons College Seniors and those in the one year college graduate course as a supplement to college work. 3. Shopwork for teachers of Needle Arts. 4. Practice work for special students with or without college training.

The college graduates receiving apprentice training are known as student workers and receive a wage in addition to special courses of instruction either at Simmons or in the Appointment Bureau, School of Salesmanship or Research Department of the Union. In 1916–1917 there were two student workers in the Appointment Bureau and one each in the Food Shop, New England Kitchen, School Lunch, and Lunch Departments. Three of these are now holding positions at the Union, one is assistant at the South Boston Branch, National Civic Federation; one is assistant Matron and Instructor of Cookery at Hampton Institute, Virginia; and one is Lunchroom Manager for the Rike-Kumler store, Dayton, Ohio. Eight student workers have been appointed for 1917–1918. From Simmons College twenty-five institutional management students had observation and practice work in the Union Lunch Departments, twenty-seven seniors

were given the Lunchroom Management course at the School Lunch Department, seventy-five Secretarial students had special training in the Appointment Bureau, Financial and Secretarial offices. Six seniors in the Technical Needle Arts course were given shop experience in the Hat and Gown Shop and Children's Clothing. For the first time Library students to the number of six had general training in the Union Library and in the Purchasing Agent's office, filing and cataloguing.

The Industrial Needle Arts course for trade teachers has never been so successfully completed as during the past year. Practice work in trade problems was given to a group of seven in the Hat and Gown Shop and intensive training in the method of manufacturing children's clothing by the Handwork Shop. The opportunity for practice teaching was supplied by the trade schools of the State. All of these now hold good positions as teachers in industrial schools. Special schedules and plans were made for thirty-eight special students from various sections of the country who came for work in the Hat and Gown Shop, Food Shop, Lunch Departments, and Appointment Bureau, for periods varying from one hour to eight weeks.

In all, the opportunity was given for 194 women, college students, graduate students, and practical workers, to have practice work under supervision and to study the basic principles of organization.

BOOKSHOP FOR BOYS AND GIRLS

Closely related to the educational departments is the newest of the industrial departments, which opened October 8, 1916, as an outgrowth of the Children's Players, whose purpose for four years had been to present plays for children with a view to developing in them a good dramatic taste. From this it was but a step to undertake the development of good taste in literature. To that end the Bookshop has given specialized service in the selection of books for children. Its suggestive purchase list, of which the second edition has now been published, is being used in classwork in a number of training classes for children's librarians. Exhibitions and talks on children's literature have been given and story-telling hours held for children of various ages. Although the Shop is primarily for

children, a shelf of parents' books is maintained, and, to meet the demands of the present, a selected group of War-time Housekeeping books have been kept as well as books on the war. The finances of the Shop were guaranteed for the year, so that it has not been a burden financially to the Union and the prospect of the coming year seems most hopeful.

HAT AND GOWN SHOP

The unprecedented increase in the cost of all packing and clerical supplies, the labor unrest, demands for increase in wage, as well as the increased cost of raw materials, and constant shifting of prices have been serious handicaps throughout the year to all the industrial departments. In addition the wave of wartime economy in the spring affected the Hat and Gown Shop to the extent that orders and receipts fell off so perceptibly after the declaration of war that the Shop practically lost what gain it had made during the first six months of the year. In February the Hat Shop was discontinued, as trade conditions did not indicate any prospect of cutting down the deficit and the educational value of the Shop seemed insufficient to justify its further existence. In July the Manicure was given up, as the slight gross receipts did not warrant the time expended.

The educational work of the Shop as a whole has been its most valuable contribution to the Union. In all twenty-one students were given practice work under actual trade conditions. For 1917–1918 a course of forty hours for professional improvement work for teachers of sewing in the public schools is planned.

HANDWORK SHOP

Although the Handwork Shop this year shows a profit, it has been in spite of many adverse conditions. In the fall the infantile paralysis epidemic kept many families out of town until late in the season and as a consequence orders for Children's Clothing lessened.

The large and lucrative doll trade, upon which the department has depended for profit and for employment for its manufacturing room during dull seasons, has been cut in half. Lack of importations made it impossible to secure any French or German dolls and the American product

had not yet been sufficiently developed to make it an acceptable substitute. For 1917–1918 the prospect is somewhat better because of the great effort made by American manufacturers, although the wholesale prices are so large that profits are problematical.

For the first time the Shop has undertaken the manufacture of novelties, chiefly bags and aprons, not easily obtained at short notice from consignors.

Because of war conditions it seemed unwise this year to continue the Summer Shop at Magnolia. In order to increase the sale of the manufactured product of the Shop and to spread a knowledge of the Union's work, two out of town sales and exhibits, one at Hartford, the other at Providence, were held with sufficient success to plan for them again in 1917–1918. The annual Antique Sale was held in February in connection with the Sale of Things Old and New by the Social Work Department.

Jury meetings have been held weekly. In all 2,448 articles, as against 3,630 for the previous year, were submitted. Of these 1,076 were accepted, as against 1,801 last year; 1,098 consignors applied, 217 new consignors were added, 86 old consignors were dropped, 10 became producers, leaving the total for the year 392.

Much time and thought has been given to the educational work of the Shop, especially with consignors. Two or three hours weekly have been given to criticism of goods submitted to the Jury. Verbal criticism is given to all who ask it. From six to fifty special written criticisms are sent weekly to those who cannot come to the Shop. All of this criticism is constructive and includes information as to courses of study, sources of information in libraries and museums, as well as advice on merchandising methods.

An insight into manufacturing and selling has been given to the practice students sent by the Vocational Training Department, and intensive training in the methods of manufacturing of Children's Clothing was given to the group of Industrial Needle Arts students in the spring.

FOOD SHOP

The business of the Food Shop, in spite of or possibly due to war conditions, has increased, not only in volume, but in net profits. This has been accounted for partly by the fact that consumers are realizing that ready prepared food is often less expensive, under existing conditions of high cost of raw material and the difficulty in securing labor. The public in general has co-operated whole-heartedly with the Shop's efforts to heed the requests of the Food Administration. White bread has not been sold on "wheatless" days, the amount of sugar has been materially reduced in cakes and frostings, and dark flours used in place of white as far as possible. Wartime candies have been introduced, with molasses, honey, maple sugar, brown sugar, and nuts substituted for white sugar. Since June the Shop has shipped successfully hundreds of "trench" boxes to the camps in this country and abroad. More work in catering has been carried out this year than for several years past.

In August the Director, to meet an emergency call, successfully organized and conducted a lunch room at the Headquarters of the Metropolitan Chapter of the Red Cross. At the end of the month the New England Kitchen was able to take it over.

The Food Jury has met weekly and passed on samples submitted by 71 producers as against 147 for last year, 125 samples as against 273 for the previous year, and accepted 25 as against 109 for 1915–1916. The producers have been encouraged to try experiments in the use of substitutes for white flour, animal fats, and granulated sugar in their products. They have shown much interest and willingness to follow these out in consultation with the Food Jury.

In addition to this educational work with producers, the usual work for practice students from Simmons and special students from different parts of the country has been carried on in connection with the Vocational Training Department.

FOOD LABORATORY

In company with the other departments manufacturing food, the Food Laboratory has felt the pressure of high prices. Every effort has been made to conserve sugar and fats.

Experiments are continually being made as to substitutes and reductions in amount used. Although the Food Laboratory has not as yet been able to realize its original purpose, that of an educational laboratory for the production of cakes, the Director has been able to give occasional special lessons in frosting and cake making at the Laboratory. In addition she has given a three weeks special course in cake making at the Columbia University Summer Session.

LUNCH

The Lunch Department began the year with good prospect, but the business paralysis following the declaration of war had immediate effect upon the attendance, which dropped nearly six thousand in the following three months over the same months of the previous year. During the fall of 1916 the net cost of all recipes then in use was carefully worked out, but since then the fluctuating prices of food and the depreciation in quality in many instances have made necessary a constant readjustment of recipes and prices.

From an educational standpoint, the work of the department has been invaluable. It has served as a laboratory for practice work to sixty-six students during the year. A well defined schedule is worked out for each student and followed. The unfavorable physical conditions of the department, however, present a very definite problem and obstacle to the further development of this important phase of the Lunch Department's work.

NEW ENGLAND KITCHEN

The handicap of its physical limitations is felt in all departments of the New England Kitchen — ice-cream plant, bakery, kitchen, salesroom, and dining room. In spite of this and the general business upheaval of the year the Kitchen has held its own and maintained its high standard of food. The attendance in its lunchroom has increased, although that in the salesroom has lessened.

In addition to its activities on Charles Street and the Harvard Medical School, the Kitchen has catered during the year to numerous outside organizations. In the spring it undertook the serving of luncheon at the Noble & Greenough School for Boys. In September it took over from the Food Shop the management of the lunchroom at

the Red Cross Headquarters. For 1917–1918 the lunchroom at Harvard Medical has been discontinued, but in September the Kitchen was asked by the Youth's Companion and E. T. Slattery Company to serve luncheon to their employees.

The Director of the department has given at Simmons College, as usual, a course of eight lectures on the public lunchroom. The Kitchen as well as the Lunch Department furnishes an excellent practice laboratory for students. The opening of the outside lunchrooms has given an invaluable opportunity to the student workers of the department and to special students for training in commercial lunchroom work.

SCHOOL LUNCH DEPARTMENT

For the past year the School Lunch Department has served daily approximately 8,000 in the eighteen Boston High Schools. The high cost of food supplies and the effort to keep prices within the reach of all resulted in a small deficit for the year. With the prospect of further increases in food and transportation charges, it was felt necessary when the schools reopened in September to make a slight increase in the selling price of some foods.

During July and August the management of the Dairy Lunch and Food Shop, conducted by the New England Kitchen at the School Lunch Plant for two years previously, was assumed by the School Lunch Department and carried on with marked success. In connection with this a series of Food Talks to mothers was given by the Director. A distinct social service was rendered to the neighborhood in supplying wholesome, nourishing food at a reasonable price.

The Department has served as a practice laboratory in Institutional and School Lunch Management to over fifty Simmons students. The Director has given some time also to a class in Accounting, from the Harvard School of Business Administration, which has been looking up the problem of uniform accounting for School Luncheons.

LAW AND THRIFT DEPARTMENT

In all its branches this Department has shown much activity during the past year. An encouraging number of legal clients have made use of the opportunity offered for wise

saving and investing. Members of the Credit Union, policyholders in the Savings Bank Life Insurance, borrowers from the Emergency Loan Fund have availed themselves of legal assistance. The Department has handled 381 legal cases during the year. As in former years, not all are cases as the business lawyer views a case, although fully two thirds can be classed as instances where true legal assistance has been rendered. All but seventeen have been women. An increasing number of calls, as last year, have been from the so-called "middle class." There has been a marked decrease in loan shark and assignment of wages cases, and an increasing number of calls for help in probate matters, in examining titles to real estate, leases, and other contracts, and matters connected with investments. The Department handled this year its first case under the Workmen's Compensation Act to go before the Industrial Accident Board, which approved in substance the recommendation of the Department.

Since the withdrawal of about three hundred Edison Company employees throughout the year, the Industrial Credit Union has been able to confine its activities more nearly to the remedial and constructive thrift work, for which a credit union stands. With a decreased membership more detailed investigations of loan applications have been possible and the transactions of the Credit Union have been conducted more nearly along social welfare lines. An interesting survey of the entire membership, as of February 1, 1917, has been made and put into permanent form. An increase in the savings of members, guaranty fund, capital invested in loans, and investments owned, are encouraging features of the year's figures.

Fifty-four loans have been made from the Emergency Loan Fund. Two donations have been made to the Fund in the year: one, a small amount from a borrower, in making his final payment, because of the help the loan had been to him in a crisis, the other, a legacy of $50 from the Quincy Shaw Estate.

The Massachusetts Savings Bank Life Insurance has held its own. Although but four policies have been written, the general interest in this form of protection, which so nearly approaches investment, has seemed

greater and more literature has been distributed than for several years. The "educational" insurance talks, begun the previous year in the Union departments, were continued this year.

The Stamp Savings Society has been to some extent affected by the Christmas Savings Clubs and the Liberty Loan Campaign. One new station has been enrolled by the Society, the Penn School, on St. Helene Island, South Carolina. Several stations have withdrawn, the largest being that made up of the Boston Telephone Exchanges. The new bookkeeping plan put into effect last fall is proving of value, despite the added amount of labor entailed.

REFERENCE LIBRARY

The usual reference and bibliographical work for Union departments and outside organizations has been conducted by the Library. In addition there has been a development of the legislative information service for the Union Legislative Committee, Union departments, and Women's Clubs.

Reading lists on non-teaching vocations for women have been prepared and printed in the Bulletin of the League for Business Opportunities for Women. A collection of material on Food Economy and related subjects has been assembled and bibliographies on war work and war emergency courses have been prepared.

The Library supervised the practice work in business library methods for six students in the one year course for college graduates of the Simmons Library School. For 1917–1918 it is planned to offer this practice work to the seniors in the school as well.

The Legislative Committee devoted less time last year to work for special measures, and more to such general matters as co-ordination among women's organizations in connection with measures of interest to women, and in considering methods for securing the representation of women on boards and commissions dealing with matters affecting women. The following measures considered by the committee and endorsed by the Board of Government were all defeated:

Senate 206 Providing for state-wide compulsory continuation schools.

House 576 For a state bureau of employment under the State Board of Labor and Industries.

House 1235 For a 48-hour week for women and minors.

House 319–324 Recommendations of Minimum Wage Commission. Provision for enforcing decrees of Commission, and for making work of Commission more effective.

SOCIAL WORK DEPARTMENT

The Social Work Department has had a particularly active year. The group for War Relief Work has continued to meet in Perkins Hall on Thursday afternoons. Thirteen large cases, representing 20,662 separate articles, were sent abroad, one to the Italian Red Cross, the others to the American Clearing House in Paris. Twelve classes in First Aid to the Injured were organized during the year with an enrollment of 262 students, 39 of whom were Boston School teachers. The Boston School Committee endorsed the Union's course, allowing the work to count one unit toward promotional examinations for special teachers. It is planned to continue these classes through the coming year. In addition plans have been made for classes in Surgical Dressings.

Many opportunities have come to the department for co-operation with special war emergency occasions, such as the Red Cross Membership Drive, the sale of tickets for the Allied Bazaar and Caliban, the collection of money for the Red Cross War Relief Fund, and the Library Fund for camps and naval stations.

Perkins Hall has been filled to capacity at each of Mrs. Ward's Current Events lectures for members, and many disappointed persons have been turned away. There have been in addition four Wednesday evening entertainments for members during December, January, February, and March.

Thirty-three organizations outside the Union have used Perkins Hall and the Union Committee Rooms for 199 meetings.

The Room Registry shows in every direction a distinct increase over last year. A larger development of this division of the Social Work Department seems a possible outcome of present conditions. A larger number of

houses is listed and more furnished apartments are asked for. This summer, in connection with the meeting of the International Bible Students Association, the problem of providing rooms for persons attending conventions presented itself. The Registry was able to place satisfactorily 800 persons.

The number of demands upon the special Social Service Worker have differed only slightly from last year. As one result of war conditions an unusually large number of requests for work have come from seamstresses.

The work of the Main Desk has increased greatly during the last six months. War conditions have determined the character of many of the questions asked and inquiries made.

During the winter a Mending Bureau for members was established in connection with the checking room, and continues to have a steady though small amount of patronage.

The department has kept in mind the desire to help in securing better industrial opportunities for colored people. To that end colored girls have been employed as checking clerk, elevator operators, and as helpers in the House Department.

Social Service Work

Women placed in positions	301
Including	
31 physically handicapped	
47 students provided with part-time work	
Special Social Service work	216
Persons seen once, advised and sent to other agencies	985
Total number assisted	1,502

Service to Organizations

87 Organizations have used Perkins Hall and Union Committee rooms

33 Outside Organizations have used Perkins Hall an average of six times each

Room Registry

Number of orders received	1,135
Number of orders filled	433
Number of registrations	269

Membership

Total Members (Oct. 1, 1917)		4,273
Annual Members	3,795	
Subscription	176	
Life	302	

With the end of the war not yet in sight, the future is problematical. Yet with the continued support and faith of its members and friends the Union hopes to carry on with as little curtailment as possible the work begun forty years ago by its forty charter members, — the educational, industrial, and social advancement of women.

TREASURER'S REPORT, FISCAL YEAR 1917.

The total amount of business handled during the year ending September 30, 1917, amounted to $627,757.81. Receipts from the industrial departments amounted to $585,173.82; expenditures in this group of departments amounted to $568,104.52, making a net income of $17,069.30. The net income of the departments is divided as follows:

Lunch Department, including Sandwich Kitchen, $6,197.03; Food Shop, including Candy Kitchen, $7,860.63; Food Laboratory, $1,784.18; New England Kitchen and its activities, $2,657.16; Handwork Shop, $1,692.38; Dairy Lunch, run this year by the School Lunch Department, $164.30; and $80.40 from lunches served at the Red Cross Headquarters.

The departments run at a deficit were the Hat Shop, $2,194.50, which has been permanently closed; Gown Shop, $759.81; the School Lunch Department, which this year shows a deficit of $438.90, and Bookshop, which has completed its first year, but without loss to the Union inasmuch as the deficit was guaranteed.

The net expense for the Social-Educational work amounted to $31,555.45; receipts from these departments $10,955.83, and expenditures $42,511.28. General Administrative has cost $13,149.67, making a total net expense of $44,705.12 to be met. Against this we have the income from the industrial departments, $17,069.30, charges to departments for space, $8,347.21; donations for the year, $16,956.03; Membership dues, $5,000; income from investments, $195.45; miscellaneous income, $1,129.47; miscellaneous adjustments, $174.90; a total of $48,872.36. This leaves a net income of $3,817.44 for the fiscal year ending September 30, 1917.

The accumulated deficit on October 1, 1916, was $8,180.25, which reduced by this year's income makes a deficit of $4,362.81 on October 1, 1917.

The income from departments is about $1,500 more than last year, but still falls short of the budget which we hope to reach.

The net expenditure for the social-educational work has

been almost the same as last year, inasmuch as the precarious year ahead made it inadvisable to increase this expense budget.

The conspicuous items for the year are: The Food Shop increase in gross income of nearly $14,000 and in net income about $2,300. New England Kitchen, Food Sales and Lunch Room, an increase of close to $20,000 with an increase in net income of about $600 net profit.

The Handwork Shop has this year passed the $50,000 income mark, increasing its sales about $5,900 over last year, with a net income increase of nearly $2,000.

The Gown Shop increased its sales about $1,800, and while still run at a deficit, it decreased it $600 over last year.

Three departments, Lunch, School Lunch, and Food Laboratory, all have had increased gross receipts but decreased net receipts owing to the war conditions.

Appointment Bureau has received $750 for Vocational Counseling at Jackson, Mt. Holyoke, Bryn Mawr, Smith, and Wellesley Colleges, and, again, contributions from Boston Alumnæ Clubs.

The Capital Stock has been increased by the receipt of the legacies from the Mack Estate $5,500, and the residue due us under the will of Alice W. Curtis, $82.97 — a total now of $36,916.97.

By vote of the Board of Government the Emergency Loan Fund has been changed to the Mary C. Jackson Emergency Loan Fund, in memory of Mrs. Jackson, who died this year. During this year before her death she added $50 left by Mrs. Quincy Shaw for the Fund. The total amount of the Fund is now $8,135.52.

REPORT OF THE TREASURER

To the Board of Government
of the Women's Educational and Industrial Union:

I HAVE the honor to present the thirty-ninth annual report of the Treasurer, together with the Auditors' reports, for the year ended September 30, 1917.

HELEN PEIRCE,
Treasurer.

To the Treasurer and Auditing Committee
of the Women's Educational and Industrial Union:

I HAVE made an examination of the books and records of the Women's Educational and Industrial Union for the twelve months ended September 30, 1917, and hereby certify that the accompanying balance sheet is in agreement with the books, and that the cash and securities called for by the balance sheet were on hand or properly accounted for as of September 30, 1917.

I have also examined the securities held by the Trustees of the Women's Educational and Industrial Union (Inc.), and have seen that the income from the same has been properly accounted for as set forth in the report by the Treasurer of the said corporation.

CHARLES F. RITTENHOUSE,
Certified Public Accountant, Auditor.

As Mr. Charles F. Rittenhouse has been employed from October 1, 1916, to October 1, 1917, to examine the Treasurer's books and accounts for the year ending September 30, 1917, we approve his report and adopt it as our own.

RENTON WHIDDEN,
GEORGE U. CROCKER,
Auditing Committee.

SCHEDULE A
1916–1917

Expenses of Social Educational Departments		$55,660.95	
Receipts from these departments		10,955.83	
Net cost			$44,705.12
Receipts from Industrial Departments	$585,173.82		
Expenses of these departments	568,104.52	$17,069.30	
Add:			
Income from space occupied		8,347.21	
Net income to Union from departments			$25,416.51
Balance of yearly budget to be met			$19,288.61
Income from other sources:			
Donations	$16,956.03		
Membership dues	5,000.00		
Investments	195.45		
Miscellaneous Income	1,129.47	$23,280.95	
Less:			
Profit and Loss Adjustments		174.90	23,106.05
Income for the year 1916–1917			$3,817.44

SCHEDULE

CONSOLIDATED BALANCE SHEET OF THE WOMEN'S TRUSTEES OF THE WOMEN'S EDUCA-

SEPTEMBER

ASSETS

Current Assets			
Union Cash:			
In Bank and On Hand		$1,612.79	
Petty Cash Funds		1,353.00	$2,965.79
Union Benefit Cash			198.28
Stamp Savings Cash			4.11
Vacation Salaries			40.00
Accounts Receivable			10,997.63
Donations Receivable			190.31
Inventories			32,135.34
Library			497.11
Deferred Charges to Profit and Loss			4,493.06
Insurance Premiums Prepaid			1,293.71
Food Laboratory Good Will			2,100.00
Real Estate and Equipment			
Real Estate (Appraised Value)	$315,000.00		
No. 49 Providence Street (Cost)	60,000.00	$375,000.00	
Less: Mortgages Payable		128,000.00	
Equity in Real Estate			247,000.00
General Equipment:			
264 Boylston Street	$11,639.64		
Food Laboratory	1,467.69		
New England Kitchen	4,017.88		
School Lunch	2,760.05	$19,885.26	
Less: Reserve for Depreciation		4,238.44	15,646.82
Fund Investments:			
Funds in Hands of Trustees:			
Permanent Fund	$30,950.18		
Law and Thrift Fund	4,580.20	$35,530.38	
Perkins Securities		7,000.00	
Emergency Loan:			
Cash	$1,859.89		
Notes Receivable	6,275.63	8,135.52	
Stamp Savings:			
Cash	$354.13		
Investments	12,000.00	12,354.13	63,020.03
Total Assets			$380,582.19

B

EDUCATIONAL AND INDUSTRIAL UNION AND THE
TIONAL AND INDUSTRIAL UNION, INC.,
30, 1917

	LIABILITIES		
Current Liabilities			
Accounts Payable:			
Trade Creditors		$31,119.97	
Other Creditors		500.00	$31,619.97
Notes Payable			5,500.00
Accrued Rent			108.33
Funds			
Funds in Hands of Trustees:			
Permanent Fund	$30,950.18		
Law and Thrift Fund	4,580.20	$35,530.38	
Emergency Loan		8,135.52	
Stamp Savings		12,354.13	
For Temporary Purposes:			
Appointment Bureau Scholarship	$50.00		
Union Benefit	239.75		
Publications	452.37		
Red Cross	37.58	779.70	
For General Purposes:			
Perkins Securities		7,000.00	$63,799.73
Total Liabilities			$101,028.03
	CAPITAL		
Invested in Real Estate		$247,000.00	
Operating Capital:			
Caroline A. R. Whitney Fund	$10,000.00		
M. C. C. Wilson Fund	500.00		
Alice M. Curtis Fund	9,332.97		
International Trust Co. Fund	5,000.00		
Almena J. Flint Fund	1,000.00		
Polly R. Hollingsworth Fund	500.00		
Mary H. Shannon Fund	2,000.00		
Legacies from the Mack Estate	5,500.00		
Union Miscellaneous Fund	3,084.00	36,916.97	283,916.97
Total Liabilities and Capital			$384,945.00
	DEFICIT		
Operating Deficit, Oct. 1, 1916		$8,180.25	
Less:			
Net Income for the Year ended Sept. 30, 1917	$3,992.34		
Profit and Loss Adjustments	174.90	3,817.44	4,362.81
			$380,582.19

SCHEDULE C

ANALYSIS OF INCOME AND EXPENSES BY DEPARTMENTS

I. INDUSTRIAL DEPARTMENTS

	Lunch	N. E. Kitchen	School Lunch	Food Shop	Food Laboratory	Handwork	Hat Shop[1]	Gown Shop	Book-shop	Total
Receipts	$123,842.54	$132,063.48	$93,426.85	$127,890.86	$22,891.48	$52,822.83	$2,280.04	$10,808.27	$17,055.38[2]	$583,081.73
Items of Expense:										
Food Supply	$63,624.22	$77,578.49	$59,888.87	$5,539.95	$10,637.35					$217,268.88
Merchandise				83,784.90		$37,399.76	$1,914.23	$3,914.24	$9,688.31	136,701.44
Salaries	33,674.68	32,334.41	20,230.17	17,187.40	6,306.63	7,145.32	1,530.96	6,019.32	3,495.46	127,924.35
Stationery & Printing	565.94	861.04	489.71	278.81	43.10	240.21	31.02	100.38	1,212.44	3,822.65
Advertising	199.10	41.07	11.50	21.25		25.00		1.05	320.76	619.73
Repairs and Renewals	475.82	723.90	359.02	26.61	40.64	26.03	7.73	8.84	93.98	1,762.57
Delivery and Express		1,246.68	3,803.91	1,687.89	535.14	132.07	6.61	16.53	77.11	7,505.94
Laundry	2,170.72	1,069.74	321.44	377.87	105.73					4,045.50
Fuel	1,742.09	2,327.60	745.28	62.58	329.04				2.45	5,209.04
Ice	882.37	1,675.44	301.71	18.05	207.77					3,085.34
Supplies	711.29	1,067.23	238.21	141.12	25.87	120.66	12.18	42.33	223.32	2,582.21
Packing Supplies		1,332.78	537.57	3,000.66	1,092.28	395.85	41.25	11.28	116.31	6,527.98
Equipment	2,005.02	1,176.48	1,508.72	13.78	37.62			2.50	13.28	4,757.40
Sundries	1,096.36	1,696.36	1,142.25	896.98	220.18	816.94	44.93	117.08	474.45	6,505.53
Overhead Charges	10,497.90[3]	6,194.70[3]	4,287.39[3]	6,992.32[3]	1,525.95[3]	4,828.61[3]	885.63[3]	1,334.53[3]	1,337.51[3]	37,884.54[3]
Total Expenses	$117,645.51	$129,325.92	$93,865.75	$120,030.17	$21,107.30	$51,130.45	$4,474.54	$11,568.08	$17,055.38	$566,203.10
Net Income	6,197.03	2,737.56		7,860.69	1,784.18	1,692.38				16,878.63
Net Expense			438.90				2,194.50	759.81		
Dairy Lunch Income										164.30
Multigraph Income										26.37
										$17,069.30
Per Cent of Income or Expense	5.0%	2.1%	.5%	6.1%	7.8%	3.2%	96.3%	7.0%		

[1] Includes Manicure.

[2] Includes total receipts and Guaranty Fund donations.

[3] Includes all charges for heat, light, bookkeeping, depreciation of equipment, and janitor service, except where department is not located at 264 Boylston Street. In the latter case heat and light are included in Sundries.

SCHEDULE C (*concluded*)

ANALYSIS OF INCOME AND EXPENSES BY DEPARTMENTS

II. SOCIAL AND EDUCATIONAL DEPARTMENTS

	Sales-manship	Sup. of Practice	App. Bureau	Research	Law and Thrift	Social Work	Gen. Ad.	Total
Receipts	$1,405.00	$935.83	$5,235.93[1]	$200.00	$961.56	$1,633.18		$10,371.50
Items of Expense:								
Salaries	$3,019.31	$1,842.31	$6,014.66	$3,629.24	$3,323.77	$5,868.58	$7,855.12	$31,552.99
Fellowships				1,500.00[2]				1,500.00
Stationery and Printing	122.67	25.40	219.80	100.33	33.03	161.82	764.96	1,428.01
Postage and Advertising	73.53	19.90	346.35	42.65	22.95	162.17	626.34	1,293.89
Library Expenses							3,125.52	3,125.52
Legislative Committee							18.05	18.05
Stamp Savings Expenses					18.39			18.39
Lecture Committee						229.70		229.70
Hospitality and Befriending						11.93	46.00	57.93
Expenses of Staff	25.00	84.35	91.83	12.75		1.00	10.00	224.93
Membership Expense						1,093.31		1,093.31
Expenses of Fellows				36.21				36.21
Telephone	166.31	82.34	380.92	54.55	50.63	300.94	217.02	1,252.71
Sundries	27.29	1.15	283.73	9.89	125.80	200.22	1,326.51	1,974.59
Overhead Charges	1,676.75[3]	708.73[3]	1,323.18[3]	879.29[3]	794.71[3]	3.584.01[3]*	2,303.72[3]	11,270.39[3]
Total Expenses	$5,110.86	$2,764.18	$8,660.47	$6,264.91	$4,369.28	$11,613.68	$16,293.24	$55,076.62
Net Expense	3,705.86	1,828.35	3,424.54	6,064.91	3,407.72	9,980.50	16,293.24	44,705.12

[1] In addition $85 was donated toward the student workers' salaries by the Boston Alumnæ Associations of Mt. Holyoke and Smith and the Association of Tufts Alumnæ.

[2] See Donations, p. 38.

[3] Includes all charges for rent, heat, light, bookkeeping, depreciation of equipment, and janitor service.

*Includes expenses of Membership and Perkins Hall.

REPORT OF THE TRUSTEES OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION

A Charitable Corporation organized under the laws of Massachusetts, April 17, 1914

ASSETS

General Trust:		
Land and Building, No. 260–264 Boylston St., Boston, at assessed value, 1913		$315,000.00
Estate, No. 49 Providence St., Boston, purchased May 10, 1917		60,000.00
$5,000. Chicago, Burlington & Quincy R.R., Gen. Mtg. 4's, due 1958, @ $94	$4,700.00	
$3,000. Northern Pacific-Gt. Northern R.R., Joint 4's, @ $97	2,910.00	
$4,000. Kansas City, Memphis Ry. & Bridge Co. 5's, due 1929, @ $94.50	3,780.00	
$3,000. Atchison, Topeka & Santa Fé Gen. Mtg. 4's, due 1995, @ $96	2,880.00	
$2,000. Atchison, Topeka & Santa Fé R.R. Adj. 4's, due 1995, @ $88	1,760.00	
$2,000. American Tel. & Tel. Co. 4's, @ $89, due 1995	1,780.00	
$1,000. Oregon Short Line R.R. 4's, due 1929, @ $92	920.00	
30 shares Fitchburg R.R. Pfd. @ $81	2,430.00	
18 " Old Colony R.R. @ $153	2,754.00	
50 " Pemberton Bldg. Trust @ $60	3,000.00	
42 " Everett Mills 28 as per last report 14 Stock dividend March 10, 1917	3,164.00	
3 " Pepperell Mfg. Co.	291.00	
5 " Lowell Bleachery Co.	581.00	
Cash belonging to principal	.18	30,950.18
		$405,950.18
Law and Thrift Fund:		
$5,000. Southern Pacific R.R. 4% convertible bonds of 1929	$4,400.00	
Savings Deposit Metropolitan Trust Co.	180.20	4,580.20
Total Assets		$410,530.38

LIABILITIES

Mortgage Notes on No. 260–264 Boylston St., held by Provident Institution for Savings .	$128,000.00

INCOME ACCOUNT

October 1, 1916, to October 1, 1917.

Balance October 1, 1916		$225.72
Receipts:		
Dividends and Interest General Trust . . .	$1,778.00	
Dividends and Interest Law and Thrift Fund .	207.88	
Received of Women's Educational and Industrial Union	1,710.00	
Income, Perkins Fund	213.50	3,909.38
		$4,135.10
Payments:		
Interest	$3,461.25	
Sundry Insurance adjustments	26.20	
George A. Sawyer, examination of title, No. 49 Providence St.	52.65	
Balance of Law and Thrift Fund Income paid Women's Educational and Industrial Union	262.74	3,802.84
Balance Income on hand October 1, 1917		$332.26

(Signed) George U. Crocker, *Treasurer*

REPORT OF GEORGE U. CROCKER, TRUSTEE UNDER THE THIRD CLAUSE OF WILL OF CATHERINE P. PERKINS, FOR THE BENEFIT OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION

INCOME ACCOUNT

Receipts:		
4 dividends New England Tel. & Tel. Co. . .	$56.00	
Interest on Mortgage	157.50	$213.50
Payments:		
Balance transferred to Trustees Women's Educational and Industrial Union		$213.50
The Principal of the Trust is invested as follows:		
8 shares New England Tel. & Tel. Co. . . .	$1,040.00	
45 " National Dock Trust	1,800.00	
$3,500. Mortgage Note secured by mortgage, Estate No. 4 Hartford St., Dorchester . .	3,500.00	
Deposit, Franklin Savings Bank	612.48	
Cash on hand belonging to principal . . .	31.60	$6,984.08

(Signed) George U. Crocker, *Trustee.*

DONORS

The Union wishes to express to the following donors its grateful appreciation of their endorsement of its educational and social work.

Amounts have been given as follows:

OVER $100

Converse, Mrs. Costello C.		$500.00
From a Friend		1,000.00
Hubbard, Mr. and Mrs. Charles W.		150.00
Kehew, Mrs. Mary Morton		2,200.00
Mason, Miss Ellen F.		400.00
Mason, Miss Ida M.		500.00
Peirce, Mr. Edward R.		500.00
Peirce, Mrs. Edward R.		1,565.00
Rogers, Miss Annette P.		525.00
Sale of Things Old and New		402.65
Research Fellowships:		
Kehew, Mrs. Mary Morton	$719.14	
Kimball, Miss Hannah P.	500.00	
Receipts from Mrs. Ward's lectures	280.86	1,500.00
		$9,242.65

$100

Anonymous	Dalton, Mrs. Charles H.
Anonymous	Downing, Miss Agnes F.
Cary, Miss Georgina S.	Fish, Mr. F. P.
Clark, Mrs. Robert F.	Foss, Mrs. James O.
Cotting, Mr. Charles E.	Shaw, Mrs. Robert G.
Crimmins, Mr. Thomas A.	Wellington, Mr. William H.
	$1,200.00

$10 to $100

Ames, Mrs. James Barr	$50.00	Burr, Mrs. I. Tucker	$50.00
Anonymous	50.00	Carr, Mr. Samuel	50.00
Anonymous	50.00	Carter, Mrs. John W.	25.00
Anonymous	25.00	Case, Miss Louisa W.	25.00
Anonymous	25.00	Chase & Sanborn	25.00
Anonymous	25.00	Colfelt, Mrs. Rebecca McM.	25.00
Baker, Mrs. A. T.	25.00	Crocker, Mrs. Edward S.	25.00
Bartol, Miss Elizabeth H.	25.00	Crocker, Mrs. George H.	25.00
Beck, Mrs. E. L.	20.00	Dana, Miss Helen	50.00
Best, Mrs. Edward H.	20.00	Davis, Mrs. Charles S.	25.00
Bigelow, Miss Eleanor	12.00	Davis, Mrs. D. P.	20.00
Bliss, Mr. Elmer J.	25.00	Dutton, Dr. Julia M.	50.00
Boit, Miss Elizabeth E.	25.00	Edwards, Miss Hannah M.	50.00
Bowditch, Mrs. N. I.	25.00	Elton, Mrs. J. P.	25.00
Brewer, Mr. Edward M.	25.00	Emmons, Mrs. R. W., 2d	15.00
Brown, Mrs. Atherton T.	25.00	Ensign, Mrs. Dwight W.	25.00

Faulkner, Miss Fannie M.	$25.00
Fenn, Mrs. Harry W.	25.00
Fisher, Miss Annie E.	50.00
Fisher, Mrs. Richard T.	25.00
Fitz, Mrs. W. Scott	25.00
Forbes, Mrs. Alexander	25.00
Forbes, Mrs. Frank W.	20.00
Forbes, Mrs. Ralph E.	15.00
Fredericks, Mrs. B. W.	25.00
Freeman, Mrs. James G.	50.00
Frothingham, Mrs. L. A.	25.00
Goodrich, Mrs. James B.	20.00
Grandin, Mrs. J. L., Jr.	50.00
Greeley, Miss Anna M.	25.00
Greeley, Miss Helen A.	25.00
Grinnell, Mrs. S. B.	20.00
Guild, Miss Sarah L.	20.00
Hallowell, Mr. Frank W.	25.00
Hallowell, Mrs. Frank W.	25.00
Hardy, Mrs. Alpheus H.	25.00
Harwood, Mrs. George S.	25.00
Hemenway, Miss Clara	20.00
Heywood, Miss Helen R.	25.00
Houghton, Miss Elizabeth G.	50.00
Houser, Mrs. Horace M.	20.00
Howe, Mr. Henry S.	25.00
Howland, Miss Elizabeth K.	20.00
Hunnewell, Mrs. Arthur	50.00
Inman, Miss Ivy F.	20.00
Inman, Miss Minnie M.	20.00
Johnson, Mrs. Edward J.	15.00
Kidder, Mrs. Henry P.	25.00
Kimball, Mrs. David P.	50.00
Lawrence, Mr. H. Hooper	15.00
Lindsey, Mrs. William	20.00
Little, Mrs. Philip	15.00
Lowell, Miss Georgina	20.00
McElwain, Mr. J. Franklin	50.00
Manning, Miss Abby F.	15.00
Miller, Mrs. William D.	20.00
Moen, Miss Sophie	50.00
Moir, Mrs. John	20.00
Morse, Miss Frances R.	50.00
Moseley, Miss Ellen F.	$25.00
Mt. Holyoke Alumnæ Association, Boston Branch	20.00
Palmer, Mrs. Benjamin	25.00
Peirce, Mrs. I. Newton	25.00
Perry, Miss Anna L.	15.00
Pickman, Mrs. Dudley L.	50.00
Rantoul, Mrs. Neal	25.00
Receipts from Garden Lectures	60.05
Rice, Mrs. N. W.	25.00
Roberts, Mrs. Coolidge S.	25.00
Sears, Mrs. K. W.	25.00
Sharp, Mrs. W. G.	50.00
Shattuck, Mrs. George H.	50.00
Shaw, Mrs. G. Howland	12.00
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1918

VOLUME OF THE UNION'S WORK
FOR THE YEAR ENDING SEPTEMBER 30, 1918

DIRECT EMPLOYMENT OF	
Workers in Union Departments	288
Food Shop Producers	71
Handwork Consignors	365
EMPLOYMENT SECURED BY	
Appointment Bureau for	590
Social Service Agent for	244
EDUCATIONAL OPPORTUNITIES GIVEN TO STUDENTS	
Research Department	3
Salesmanship School	
Saleswomen's Class	67
Teachers' Training Class	38
Vocational Training	
Simmons Students	
Industrial Needle Arts (special)	1
Practice Students	189
Technical Needle Arts	6
College Graduates and Others	
Special Students	57
Student Workers	8
Employed Students	2
ADVISED	
Legally, by Law and Thrift Department	264
Socially, by Social Service Agent	1,105
Vocationally, by Appointment Bureau (exclusive of colleges)	542
AIDED THROUGH THRIFT OPPORTUNITIES	
Emergency Loan Fund	38
Industrial Credit Union	502
Savings Bank Insurance	40
Stamp Savings (approximately)	927
OTHER SERVICE	
Library Visitors	3,211
Outside organizations using Union Building	32
Room Registry	
Landladies renting rooms	211
Applicants securing approved living quarters	374
Daily average of persons using restaurant rooms at 264 Boylston Street	826
New England Kitchen	605
School Lunch counters (estimated)	8,000
Daily average of persons served in lunch rooms conducted by the New England Kitchen at the American Woolen Company, Noble & Greenough School, Red Cross Headquarters and Supply Depot, E. T. Slattery & Company, and The Youth's Companion	758

FORTIETH ANNUAL REPORT OF THE WOMEN'S EDUCATIONAL & INDUSTRIAL UNION FOR THE YEAR 1917-1918

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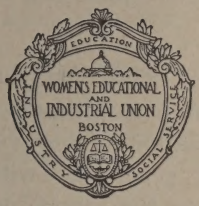

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Mrs. Maria Howard Hilliard, *Home Economics Consultant*
Mrs. Josephine Chase Silver
Mrs. Joseph Soliday
Mrs. Mabel W. Whidden, *Board of Government*

HANDWORK SHOP

Miss Ethel R. Browne, *Director*

Miss Blanche E. Colman, *Interior Decorator*
Mrs. J. Templeman Coolidge, *Board of Government*
Miss Sarah G. Flint, *Museum of Fine Arts*
Miss Alice J. Morse, *Handwork Jury*
Miss Florence W. Swan, *Designer*
Miss Roxana H. Vivian, *Board of Government*
Mrs. Roger Sherman Warner
Mrs. Edward R. Warren, *Boston Society of Decorative Art*

GOWN SHOP

Mrs. Florence E. Amidon, *Director*

Miss Jessie Ball, *Dressmaker*
Miss Mary Henleigh Brown, *Somerville Vocational School for Girls*
Mr. C. Lothrop Higgins, *Milliner and Importer*
Miss Helen R. Hildreth, *Worcester Trade School*
Mrs. Mabel McMillan
Miss Mary Orr, *Boston Trade School for Girls*
Miss Louisa I. Pryor, *Massachusetts State Board of Education*
Miss Marie Thayer, *Boston Trade School for Girls*

LUNCH DEPARTMENT AND NEW ENGLAND KITCHEN

Miss Bertha C. Emerson, *Director, Lunch Department*
Miss Daisy B. Treen, *Director, New England Kitchen*

Mr. Edwin H. Ansell, *Manager, American Telephone and Telegraph Company, Lunch Room*
Miss Sarah Louise Arnold, *Dean, Simmons College*
Miss A. Mildred Barber, *Manager, Women's City Club*
Miss Elizabeth M. Goodrich, *Instructor in Institutional Management, Simmons College*
Miss Louise D. Greene, *The Colonial Lunch Rooms*
Mrs. Melinda I. Manchester, *Assistant Manager, Filene's Restaurant*
Miss Elizabeth McClelland, *The Laboratory Kitchen*
Mr. Howard Marston, *R. Marston & Company*
Miss Lucy L. Nichols, *The English Tea Room*
Mrs. Helen Peirce, *Board of Government*
Miss Bertha Stevenson, *The Laboratory Kitchen*

SCHOOL LUNCH DEPARTMENT

Representing School Authorities, Health Experts, and the Union

Miss Daisy B. Treen, *Director*

Mr. Jeremiah E. Burke, *Assistant Superintendent of Schools, Boston*
Mr. Charles W. Parmenter, *Head Master, Mechanic Arts High School, Chairman for Masters' Association*
Mr. William B. Snow, *Head Master, English High School*
Dr. Richard C. Cabot, *Social Service Department, Massachusetts General Hospital*
Miss Isabel F. Hyams, *Board of Trustees, Boston Consumptives' Hospital*
Dr. Milton J. Rosenau, *Professor of Preventive Medicine and Hygiene, Harvard Medical School*
Miss Sarah Louise Arnold
Mrs. J. Templeman Coolidge
Mrs. Robert Grant
Miss Caroline L. Humphrey
Mrs. Mabel W. Whidden
} *Board of Government, Women's Educational and Industrial Union*

SOCIAL SERVICE

DEPARTMENT OF LAW AND THRIFT

Miss Charlotte A. Perkins, *Director and Counsel*

Miss Alice H. Grady, *Secretary Massachusetts Savings Bank Life Insurance*
Mrs. Edward M. Greene
Miss Katherine D. Hardwick, *Associated Charities*
Miss Edith M. Howes, *Board of Government*
Mr. Francis P. Malgeri, *Italo-American Credit Union*
Miss Ethel M. Remele, *Elizabeth Peabody House*
Mr. Reginald H. Smith, *Boston Legal Aid Society*

LIBRARY

Miss Olive Sawin, *Librarian*

Miss June R. Donnelly, *Professor of Library Science, Simmons College*
Miss Amy M. Fackt, *Director, Vocational Training Department*
Miss Susan J. Ginn, *Director, Boston Placement Bureau*
Mr. Daniel Handy, *Librarian, The Insurance Library Association of Boston*
Miss Anna A. Kloss, *Agent for Teacher Training in Household Arts Schools in Massachusetts*
Miss Bertha E. Mahony, *Director, The Bookshop for Boys and Girls*
Miss Mary C. Mellyn, *Assistant Superintendent of Schools, Boston*
Miss Marion Niles, *President, Massachusetts Association of Women Workers*
Mrs. Erwin H. Schell, *Chairman, Library and Literature Committee, Massachusetts State Federation of Women's Clubs*

DEPARTMENT OF SOCIAL WORK

Miss Helen A. Rowley, *Director*

Mrs. C. D. Kingsley
Miss Ida M. Mason
Mrs. George W. May
Miss Lilian V. Robinson
Mrs. Bertrand E. Taylor
Miss Margaret W. Thacher

ANNUAL REPORT
1917–1918

THE year 1917–1918 has been one of problems and difficulties arising from the war, which the Union in common with all business enterprises has had to meet. Naturally our Food Departments have been the first to suffer, as the high price of material and of labor, and the consequent advance in prices of cooked food, have combined with the perplexing limitations upon certain foodstuffs to offset any profit that might arise from the increasing patronage of cooked food counters and restaurants. The Handwork Department also has suffered from the disposition of the public to refrain from purchasing gifts and luxuries.

Under these conditions any extension or new development in our departmental work has been out of the question, the best we could hope to do being to carry out our work on the lines already laid down. At the same time we have endeavored to meet all government regulations affecting our business with loyalty and disinterestedness, and to aid wherever we saw an opportunity in the various enterprises for the furtherance of war aims and war needs. For economy in labor and salaries several combinations have been made which have brought two departments under one head. Thus the School Lunch Department and New England Kitchen are now under a single Director; the Library and Bookshop have been temporarily affiliated, and one or two other similar combinations are contemplated. The purchase of a new truck, made possible by the gift of a generous friend, has greatly facilitated our problems of delivery and will, it is believed, effect a great saving in express charges. The School of Salesmanship, which has outgrown our limited accommodations, will leave the Union at the beginning of the present year, and occupy larger and more convenient rooms at 29 Temple Place, remaining under the administration of Simmons College but on a different financial basis.

The Conference of Committees on subjects allied to the work of the departments will be conducted as usual on the second Monday of each month from November to April, followed by a luncheon in Perkins Hall. The subjects to be considered are: School Luncheons, discussed by Mr. Frank A. Manny, formerly Director of Nutrition Study, Bureau of Welfare of School Children, New York Association for Improving the Condition of the Poor; The Social Advancement of Women in War Times, from the standpoint of the Social Work Department and the Department of Law and Thrift; The Training of Women in the Food Industries, as revealed by researches made by the Union's Fellows under the direction of Miss Eaves; The Union's Place in Vocational Education, as supplementing college courses, presented under the direction of the Vocational Training Department; The Bookshop for Boys and Girls.

RESEARCH DEPARTMENT

This department has had three Fellows in training, one from the University of Wisconsin, one from Smith College, and one from Wellesley, who have been making investigations in the field of vocational education. The subject of their researches this year has been "The Shifting of Young Persons," and special studies have also been made of young persons employed in printing industry, grocery stores, and paper box factories. When finished, it is hoped that the material collected will be published by the Federal Board of Vocational Education. On completing their work at the Union these students have been successfully placed; one in Washington, as investigator for the Children's Bureau, one as superintendent of women in United States arsenals, and one in New York as statistical expert for the National Y. W. C. A. The demand for the graduates of the Research Department has been greatly increased by the war, and ten of our former students have occupied government positions during the past months.

SCHOOL OF SALESMANSHIP

This school has had a very successful year. In the Saleswomen's Class fifty-five completed the course, and in the Teacher's Class thirty-six, representing fifteen states and twenty-three colleges. The demand for graduates indi-

cates the increasing need for educational directors in stores and factories, and all graduates have been successfully and usefully placed.

DEPARTMENT OF VOCATIONAL ADVICE AND APPOINTMENT

This department has felt an increase in its business as a result of the unusual demands for the services of trained women and of the increased number of applicants for positions. The Director has served on several war committees and has supplied suitable candidates for a number of important war positions. She has acted as vocational adviser for Jackson College, Wellesley College, and Mt. Holyoke College, and has made special addresses at Radcliffe, Smith, and the Women's College in Brown University, the Union receiving fees for these services. Under the newly revised Federal Service the subject of employment management has assumed importance and through a special arrangement with Dean Lord, Federal Director for Massachusetts of United States Employment Service, members of the department have had an opportunity to study the work of the Woman's Department. Owing to Dr. Elizabeth K. Adams's appointment last summer to the United States Employment Service in Washington, the new book which she was preparing for us on "The Trained Woman at Work" is not yet completed.

In co-operation with the Vocational Committee of the Association of Collegiate Alumnæ the Bureau has prepared a study of business openings for women as affected by the draft and has also continued the Conferences on Professional Opportunities for Women. Interesting fields of placement have been continually developing during the war. There have been many calls for women with a knowledge of drafting, statistics, and psychology.

VOCATIONAL TRAINING DEPARTMENT

Of the 263 students who received vocational training here last year, some were from Simmons College and were supplementing their courses by practice work in the Union in lunch room management, institutional management, technical and needle arts, in economics, and in the library and secretarial schools. Some were from other colleges and from the Boston Trade

School. Special students with or without college training were also given training in our Lunch Department and Gown Shop, and student workers, who were paid for their services, were received as apprentices in our different departments. The Directors have also given a number of talks before outside organizations on food conservation and on vocational training. The large demand for advice and training was in the subject of food conservation and cafeteria management. Partly, no doubt, as a result of war conditions there was no call for the industrial needle arts course.

During the year the co-operation with Simmons has been strengthened and extended and the Union has endeavored to furnish enlarged opportunities to students for actual experience and practice in the subjects in which they are interested.

BOOKSHOP FOR BOYS AND GIRLS

This department promises by the end of another year to have definitely established itself as one of the educational, as well as business, enterprises of the Union. It has aimed this year at reaching the needs of the high school age in addition to the younger children. Another development has been the building up of the department of French books for young people. There has been a marked increase in the use of the Bookshop by private schools and public libraries. Many reading lists have been furnished for school libraries and for educational boards.

Although the Children's Story Hours were not sufficiently patronized this year to warrant their continuance, the Bookshop Special Evenings, conducted by Miss Annie Carroll Moore of the New York Public Library, Mr. A. B. deMille of Milton Academy, Miss Vida Scudder of Wellesley, and Mlle. Marguerite Clément were very successful, as were also the Poetry Afternoons for young people of high school age at which Mr. Percy Marks, Instructor at the Institute of Technology, Miss Alice Spaulding of the Brookline High School, and Miss Katharine Lee Bates read poems.

GOWN SHOP

Notwithstanding the high cost of materials the Gown Shop has had a successful year of growing business and increasing clientele.

It has manufactured and sold garments to the amount of $15,000, about 85% of which were made to order. The department also co-operated with the Handwork Department in exhibition sales in Providence, which although not showing large profits, have brought outside trade to the Shop.

HANDWORK DEPARTMENT

The usual assortment of handmade goods has been carried by the department this year. The war has narrowed the lines offered and sold, so that the sales of the majority of consignors have greatly decreased although those of a few consignors have been noticeably increased. Thus only half as many consignors submitted articles to the jury and the total number accepted is fifty less than last year. The gross sales show a slight decrease in fancy articles, but the business of the children's department has been greatly expanded. The best business has been done in toys, babies' outfits, and in making children's clothing to order. Exhibition sales have been held in Hartford and Providence.

It would not be fitting that any reference to the work of the Handwork Department this year should close without a tribute to Miss Josephene D. Weymouth, the tidings of whose death reached us in October. After ten years of devoted service as Director of the Department, she resigned her position in June, 1918, on account of ill health. Her best strength and interest was given to the development of her work in the Union and to fostering the finest spirit of co-operation among her employees.

NEW ENGLAND KITCHEN

On July 1st the Director of the New England Kitchen resigned. The Director of School Luncheons was asked to divide her time between the two departments, a reorganization which makes possible a closer supervision and standardization of outside luncheons.

The Kitchen has continued to conduct a lunch room in the Noble & Greenough School and in addition cafeterias in the Red Cross Buildings on Berkeley Street and on Washington St. On August 1st a restaurant was opened for the American Woolen Company which has been a satisfactory venture. A great deal of outside catering, large and

small, has been done. Because of the small receipts and no profits it seemed advisable to close Slattery's lunch room on July 1st and not to reopen in September; for the same reason the Youth's Companion was given up. The closing of the ice cream department necessitated by the war cut off one source of income. The business in the lunch room and salesroom, however, has increased considerably during the year.

SCHOOL LUNCH DEPARTMENT

The furnishing of daily luncheons to nineteen high schools has continued. Owing to the closing of the schools during the fuel shortage the receipts fell below the cost and the department was run at considerable loss. A Dairy Lunch was conducted during the summer for the Broadway neighborhood. The department co-operated in an exhibit at the Herald-Traveler Exhibition in April, where literature was also distributed. The Director also gave several talks in schools and clubs on food conservation, and in Providence and Brookline on School Luncheons. She proposes this year to try the experiment of luncheons in elementary schools.

LAW AND THRIFT DEPARTMENT

This department carries on the social work of the Union in its own peculiar field, that of legal advice, and loans for useful purposes, and in times of financial stress, of emergency loans from the Mary C. Jackson Fund. From this fund $4,200 has been loaned this year, and from the Industrial Credit Union loans amounting to $17,000 have been made. The Industrial Credit Union also serves to educate people in habits of thrift and in sound business methods. It furnishes an opportunity for safe investment, being under the same State supervision as our savings banks, and has paid a 5% dividend upon its shares as in former years.

The Law and Thrift Department has also assisted the Union employees under the Workmen's Compensation Act. It has continued to act as agent of the Massachusetts Savings Bank Life Insurance, and as headquarters for the Stamp Savings Society, and is an authorized agency for the sale of War Savings Stamps.

REFERENCE LIBRARY

The Library has rendered important assistance in furnishing references and information to many women's clubs and organizations including the Union itself. It has also co-operated in interesting women in legislative work. A large number of bibliographies has been sent upon request. Lectures on book selection have been given by the Librarian and as secretary of the Legislative Committee she represented the Union at hearings affecting the Union's interests. Students from the School of Social Work, from Boston University, and from the School of Salesmanship have used the Library for research.

SOCIAL WORK DEPARTMENT

Social activities in Perkins Hall this year have included the usual five Wednesday evening entertainments, to which, in addition to our regular members, the families of enlisted men have been invited. In conjunction with the Union's special war committee four lectures on timely themes were also arranged and were given by Prof. T. N. Carver of Harvard, Dr. Quincy Wright of Harvard, Prof. Kirsopp Lake of Harvard, and Miss Geraldine Gordon of Denison House. The usual Current Events Course held on Wednesday evenings was interrupted in January by the tragic death of Mrs. May Alden Ward; it was resumed in February under the leadership of Miss Lucy Peabody. The hall has also been used by many outside organizations interested in industrial and educational work. The department has contributed in many directions to war organizations, particularly in the making of surgical dressings and hospital comforts. All the war campaigns and welfare enterprises of the past year have received the co-operation and assistance of this department and of the employees of the Union.

The Room Registry has had great difficulty in meeting the increased demands for moderate priced rooms and apartments. The Registrar has taken part in concerted efforts to study and improve housing conditions and assisted in the establishment of a room registry in Ayer in October, 1917.

The Social Service Worker finds that the war has helped to solve the problems of the poorer applicants for work by

increasing the facilities for earning. Although a large number of the untrained or uneducated as well of the more well-to-do people have sought positions, the demand everywhere for labor has brought fewer applicants to her all along the line.

Membership

Total members (Oct. 1, 1918)		4,106
Annual members	3,612	
Subscription members	189	
Life members	305	

The adoption of a fiscal year for membership to begin November 1, 1918, and the transfer of the membership work to the Secretarial Department are changes that have been made for economy and simplification. While the Union cannot offer many privileges to its members aside from the use of Members' Lunch Rooms and the attendance at Current Events Lectures and entertainments conducted by the Social Work Department, it is urged that the small fee charged for these privileges be regarded as a direct contribution to the furtherance of a useful and distinctive work, for whose continuance in the future the residents of greater Boston and its outlying towns should gladly assume the responsibility.

REPORT OF THE TREASURER, FISCAL YEAR 1918

The total amount of receipts from all sources for the year ending September 30, 1918, amounted to $648,200.75. The total expenditures amounted to $659,293.82, leaving a deficit for the year of $11,093.07.

The net income of the industrial departments is divided as follows: Food Shop and Candy Kitchen, $7,664.71; Sandwich Kitchen, $1,123.99; Food Laboratory, $1,775.62; New England Kitchen and its activities, $5,799.74; Handwork Shop, $1,245.07; and Multigraph, $209.82.

The departments run at a deficit were: Lunch, $4,890.54; School Lunch, $3,271.75; Dairy Lunch and Emergency Food Shop, $249.87; Gown Shop, $196.46; and Bookshop, $1,000, the remainder being guaranteed.

The net expense of the social and educational departments amounted to $31,572.79, receipts from these departments amounting to $11,450.21, and expenditures, $43,023. General administration has cost $16,988.59, making a total expense to be met of $48,561.38. Toward meeting this we have the income from the industrial departments, $8,210.33; charges to the departments for space, $3,316.16; donations for the year, $20,398.20; membership dues, $4,572; income from investments, $392.68; and miscellaneous items, $578.94; a total of $37,468.31. This leaves a deficit of $11,093.07 for the operations of the year ending September 30, 1918.

There was carried over on October 1, 1917, an accumulated deficit of $4,362.81, hence the year 1918–1919 starts with a total deficit of $15,455.88.

An analysis of this year's operations shows that over $8,000 of the deficit appears in two departments, Lunch and Schools. New England Kitchen has shown an increase in sales of over $20,000. The Gown Shop increased its business by $4,500 and almost carried itself for the first time. Bookshop increased its sales by $5,000 and decreased its deficit almost $1,200.

The Appointment Bureau has received $450 for Vocational Counseling at Jackson, Mt. Holyoke, and Wellesley Colleges, and $110 for special vocational lectures. The Smith College Alumnæ Association, Boston Branch, has again contributed toward their educational work.

REPORT OF THE TREASURER

To the Board of Government
of the Women's Educational and Industrial Union:

I HAVE the honor to present the fortieth annual report of the Treasurer, together with the Auditor's reports, for the year ended September 30, 1918.

HELEN PEIRCE,
Treasurer.

As Mr. Charles F. Rittenhouse has been employed from October 1, 1917, to October 1, 1918, to examine the Treasurer's books and accounts for the year ending September 30, 1918, we approve his reports, and adopt them as our own.

RENTON WHIDDEN,
GEORGE U. CROCKER,
Auditing Committee.

SUMMARY OF RECEIPTS AND EXPENDITURES

FOR THE YEAR ENDING SEPTEMBER 30, 1918

Expenses of Social Educational Departments		$60,011.59	
Receipts from these departments		11,450.21	
Net cost			$48,561.38
Receipts from Industrial Departments	$606,954.36		
Expenses of these departments	598,744.03	$8,210.33	
Add:			
Income from space occupied		3,316.16	
Net income to Union from departments			$11,526.49
Balance of yearly budget to be met			$37,034.89
Income from other sources:			
Donations	$20,398.20		
Membership dues	4,572.00		
Investments	392.68		
Miscellaneous Income	1,117.14	$26,480.02	
Less:			
Profit and Loss Adjustments		538.20	25,941.82
Deficit for the year 1917–1918			$11,093.07

REPORT OF THE TRUSTEES OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION

A Charitable Corporation organized under the laws of Massachusetts, April 17, 1914

INCOME ACCOUNT

October 1, 1917, to October 1, 1918

Balance of Income on hand		$332.26
Receipts:		
Dividends and interest General Trust	$1,744.49	
Dividends and interest Law and Thrift Fund	200.00	
From Women's Educational and Industrial Union	5,000.00	6,944.49
		$7,276.75
Payments:		
Interest	$6,400.00	
Rackemann & Brewster, examination of title for mortgage, etc.	76.25	
Insurance Premium	24.79	
Balance of Law and Thrift Fund Income, Paid Women's Educational and Industrial Union	200.00	
Balance of Income of the Perkins Fund, re-transferred to that fund and paid to Women's Educational and Industrial Union	213.50	6,914.54
Balance Income on hand October 1, 1918		$362.21

(Signed) George U. Crocker, *Treasurer*

DONATIONS

IN MEMORY OF MARY MORTON KEHEW

RESEARCH DEPARTMENT	
Clark, Mrs. Robert Farley	$500.00
Kimball, Miss Hannah P.	500.00
Kehew, Mr. William B.	3,000.00
EDUCATIONAL WORK	
Humphrey, Miss Caroline L.	500.00
Anonymous	25.00
Anonymous	10.00
BUILDING FUND	
Robinson, Miss Lilian V.	100.00

The Union wishes to express to the following donors its grateful appreciation of their endorsement of its educational and social work.

OVER $100

Anonymous	$250.00	Peirce, Mr. Edward R.	$2,221.95
Clark, Mrs. Robert Farley	300.00	Permanent Charity Fund, Boston Safe Deposit and Trust Company, Trustee	1,000.00
Converse, Mrs. Costello C.	500.00		
Crimmins, Mr. Thomas A.	200.00	Research Fellowships	
Jordan Marsh Company	500.00	Anonymous	1,000.00
*Kehew, Mrs. Mary Morton	2,012.00		
Kehew, Mr. William B.	192.50		
Mason, Miss Ellen F.	400.00		$9,076.45
Mason, Miss Ida M.	500.00		

$100

Anonymous	Hubbard, Mr. and Mrs. Charles W.
Anonymous	Liggett, Mr. Louis K.
Anonymous	McElwain, Mr. J. Franklin
Anonymous	Paine, Mr. William A.
Anonymous	*Peabody, Mr. Frank E.
Anonymous	Remick, Mr. Frank W.
E. S. C.	Rothwell, Mrs. Bernard J.
Cary, Miss Georgina S.	Rothwell, Mr. Bernard J.
Cotting, Mr. Charles E.	Sanger, Mr. Sabin P.
Crimmins, Mrs. Thomas A.	Spaulding, Mr. and Mrs. H. N.
Dalton, Mrs. Charles H.	Stone, Mr. Galen L.
Dane, Mrs. Ernest B.	Webster, Mr. Frank G.
Edwards, Miss Hannah M.	Wellington, Mr. William H.
Endicott, Mr. William	Whidden, Mr. Renton
Estabrook, Mr. Arthur F.	Whidden, Mrs. Renton
Fish, Mr. Frederick P.	Wigglesworth, Mr. George
Fitzpatrick, Mr. Thomas B.	Winsor, Mr. Robert
Foss, Mrs. James O.	
Freeman, Mrs. James G.	$3,600.00

*Deceased

$10 to $100

Ames, Mrs. James B.	$50.00
Anonymous	75.00
Anonymous	50.00
Anonymous	50.00
Anonymous	50.00
C. S. S.	25.00
Austin, Miss Edith	25.00
Bartol, Miss Elizabeth H.	30.00
Baylies, Mrs. Walter C.	50.00
Beach, Mrs. Edwin H.	50.00
Beck, Mrs. E. L.	20.00
Beekman, Mr. John V., Jr.	25.00
Bliss, Mr. Elmer J.	25.00
Boit, Miss Elizabeth E.	25.00
Bolles, Mrs. Richard F.	25.00
Bowditch, Mrs. Charles P.	25.00
Bradley, Mrs. Robert S.	25.00
Bremer, Miss Sarah F.	25.00
Brewer, Mr. Edward M.	50.00
Bullard, Miss Katherine E.	20.00
Burr, Mrs. I. Tucker	50.00
Carr, Mr. Samuel	50.00
Carruth, Mrs. Charles T.	25.00
Carter, Mrs. John W.	25.00
Case, Miss Louise W.	25.00
Chase & Sanborn	25.00
Crocker, Mrs. Alvah	25.00
Crocker, Mrs. Edward S.	50.00
Davis, Mrs. Charles S.	25.00
Elton, Mrs. J. P.	25.00
Emmons Mrs. R. W., 2d	50.00
Fabyan, Miss Abbie M.	20.00
Fenn, Mrs. Harry W.	25.00
Forbes, Mrs. Alexander	25.00
Forbes, Mrs. Frank W.	20.00
Foster, Mr. C. H. M.	15.00
Fuller, Mrs. Alvan T.	15.00
Gardiner, Mr. Robert H.	20.00
Gardner, Mrs. George P.	25 00
Gaston, Mr. William A.	50.00
Goodrich, Mrs. James B.	50.00
Grandin, Mrs. J. Livingston, Jr.	25.00
Gray, Miss Isa E.	20.00
Grinnell, Mrs. S. B.	25.00
Guild, Miss Sarah L.	12.00
Gunn, Mrs. L. J.	25.00
Hallowell, Mrs. Frank W.	25.00
Hallowell, Mr. Frank W.	25.00
Holmes, Miss Esther R.	25.00
Homans, Mrs. John	50.00
Houghton, Miss Elizabeth G.	50.00
Houser, Mrs. Horace M.	20.00
Howe, Mr. Henry S.	25.00
Howland, Miss Elizabeth K.	$20.00
Hunnewell, Mrs. Arthur	50.00
Iasigi, Mrs. Oscar	25.00
Jackson, Mrs. C. C.	20.00
Jones, Mr. Charles H.	25.00
Judd, Mrs. Curtis J.	25.00
Kidder, Mrs. Henry P.	25.00
Kimball, Mrs. David P.	50.00
Lawrence, Mr. H. Hooper	15.00
Lindsey, Mrs. William	25.00
Marland, Mrs. William H.	25.00
Moen, Miss Sophie	50.00
Morse, Miss Frances R.	50.00
Moseley, Miss Ellen F.	50.00
Parker, Miss Eleanor S.	25.00
Peirce, Mrs. I. Newton	25.00
Perry, Miss Anna L.	25.00
Rice, Miss Annie T.	25.00
Rice, Mrs. N. W.	25.00
Rich, Mrs. William T.	25.00
Richards, Mrs. Calvin A.	25.00
Roberts, Mrs. Coolidge S.	50.00
Rogers, Miss Annette P.	25.00
Rousmaniere, Mrs. Edmund S.	50.00
Russell, Mrs. Robert S.	25.00
Sanborn, Miss Susan E.	20.00
Sanders, Mrs. William B.	25.00
Sears, Mrs. J. Montgomery	50.00
Sears, Mrs. K. W.	50.00
Sharp, Mrs. W. G.	50.00
Shattuck, Mrs. George H.	50.00
Shaw, Mrs. Robert Gould	50.00
Sherburne, Mrs. Frank F.	25.00
Silsbee, Mrs. George S.	25.00
Silsbee, Miss Martha	25.00
Smith College Alumnæ Association, Boston Branch	50.00
Stackpole, Mrs. Edward	20.00
Stackpole, Mrs. Frederick D.	25.00
Staniford, Mrs. Daniel	20.00
Stevenson, Mrs. Robert H.	20.00
Stone, Mrs. Albert S.	20.00
Storrow, Miss Elizabeth R.	25.00
Storrow, Mrs. James J.	25.00
Streeter, Mrs. Edward C.	35.00
Swift, Mr. George H.	20.00
Tapley, Miss Alice P.	50.00
Thayer, Mrs. Adelbert R.	25.00
Thorp, Mrs. J. G.	25.00
Tritton, Miss Geraldine C.	20.00
Tufts Alumnæ, Association of	15.00
Upham, Miss Susan	50.00
Van Brunt, Mrs. Charles	25.00

$10 to $100—*Continued*

Vincent, Miss Susan W.	$25.00	Wilder, Miss Margaret G.	$15.00
Warner, Mrs. Roger Sherman	25.00	Williams, Miss Adelia C.	50.00
Warren, Miss Cornelia	50.00	Williams, Miss Susan	25.00
Watkins, Miss Emma C.	25.00	Winsor, Miss Mary P.	25.00
Whiting, Miss Anna M.	15.00	Winthrop, Mrs. Thomas L.	50.00
Whitney, Mr. Frank	20.00	Wolbach, Mrs. S. Burt	15.00
Whitney, Mrs. Geoffrey C.	20.00	Woolson, Mrs. James A.	25.00
Whitten, Mrs. G. R.	25.00		

$3,717.00

$10

Adams, Miss Nancy M.
Armstrong, Mrs. G. E.
Austin, Mrs. Calvin
Babbitt, Mrs. G. H.
Backer, Mrs. C. A.
Baer, Mr. Louis
Baer, Mrs. Louis
Bartol, Mrs. John W.
Benedict, Mrs. Edward S.
Benedict, Mrs. Francis G.
Bigelow, Mrs. Joseph S.
Blaney, Mrs. Dwight
Boit, Mr. Robert A.
Bond, Mrs. Charles Wood
Brewer, Miss Eliza
Brewer, Mrs. Joseph
Brown, Mrs. Atherton T.
Brown, Miss Elizabeth B.
Burr, Miss Lucy W.
Bush, Mrs. S. Dacre
Carr, Mr. Ashton L.
Carter, Mrs. James R.
*Clark, Mrs. J. Dudley
Cummings, Mrs. Charles A.
Cunningham, Mrs. Thomas
Cushing, Miss H. W.
Davis, Mrs. D. P.
Dean, Mrs. Charles A.
Degen, Miss Jessie
Dennie, Miss Ellen M.
DeNormandie, Mrs. Robert L.
Derby, Miss Elizabeth P.
Dillenback, Mr. Henry B.
Douglass, Mrs. R. S.
Drown, Miss Mary F.
Duncan, Mrs. Samuel A.
Edmands, Mrs. Frank
Elliot, Mrs. John W.
Ensign, Mrs. Dwight W.
Ernst, Mrs. Carl W.
Eustis, Mrs. F. A.
Evans, Mrs. Glendower
Faulkner, Miss Fannie M.
Fay, Mrs. Henry H.
Ferrin, Mrs. F. M.
Forbes, Mrs. Ralph E.
Forbes, Mrs. Waldo E.
Forbes, Mrs. William H.
Frothingham, Mrs. Paul Revere
Fuller, Miss Eliza W.
Goldthwait, Mrs. Joel E.
Greenwood, Mrs. L. H.
Hall, Mrs. George A.
Hamilton, Mrs. S. W.
Harvey, Mrs. Winthrop A.
Hatch, Mrs. J. C.
Hatfield, Mrs. H. K.
Haven, Miss Mary E.
Hemenway, Mr. Alfred
Hill, Mr. Donald M.
Hood, Mrs. Arthur W.
Hooper, Mrs. James R.
Horsford, Miss Katherine
Houghton, Mr. Clement
Howes, Mrs. Frank H.
Howland, Miss M. Louise
Hoyt, Mrs. Charles C.
Humphreys, Mrs. R. C.
Hunnewell, Miss Gertrude
Hunt, Mrs. William C.
Hunting, Mrs. N. S.
Huntington, Miss Margaret
Jenks, Miss Caroline E.
Jenks, Miss Mary F.
Johnson, Mr. Arthur S.
Johnson, Mrs. Edward J.
Jones, Mrs. J. A.
Josselyn, Mrs. A. S.
Kidder, Mr. Charles A.
King, Miss Annie F.
King, Miss Caroline W.
Lee, Mrs. Charles J.
Lee, Mr. Joseph
Leman, Mr. J. Howard
Little, Mrs. Philip
Lovering, Mrs. Ernest

*Deceased

$10—*Continued*

Lowell, Miss Lucy
Lucas, Mrs. W. H.
McKee, Mrs. W. L.
Manning, Mrs. Charles B.
Mason, Mrs. Charles E.
Mason, Miss Fanny P.
May, Miss Eleanor G.
Morrill, Miss Isabel W.
Morse, Mrs. C. A.
Munsell, Mrs. A. E. O.
Nickerson, Miss Abbie C.
Paine, Mrs. George L.
Paine, Miss Margaret W.
Paine, Mrs. Robert T., 2d.
Parker, Mrs. Frederick
Parker, Mr. Walter E.
Patterson, Miss Mary A.
Pierce, Miss Henrietta M.
Potter, Mrs. Ralph E.
Powers, Mrs. Llewellyn
Pratt, Mrs. Albert S.
Prichard, Miss Anna L.
Proctor, Mrs. James H.
Putnam, Miss Elizabeth
Quincy, Mrs. H. P.
Reed, Mrs. William H.
Remick, Mrs. Frank W.
Richardson, Mrs. Frederick L. W.
Riley, Miss Mabel Louise
Robb, Mrs. Russell
Robertson, Mrs. Harold E.
Robson, Miss Alice
Saltonstall, Mrs. Richard M.
Sanger, Mrs. George P.
Scripture, Miss Mary J.
Sears, Miss Mary P.
Sears, Mrs. Richard W.
Shapleigh, Miss Amelia
Shepard, Miss Emily B.
Shepard, Mrs. J., Jr.
Simons, Mrs. William C.
Simpkins, Mrs. Willard
Smith, Mrs. Frederick E.
Smith, Mrs. Joseph W.
Spalding, Miss Mary A.
Stanwood, Mrs. Francis M.
Stearns, Mrs. Albert H.
Stearns, Mrs. F. W.
Sturgis, Miss Lucy Codman
Sylvester, Mr. Edmund Q.
Tainter, Mrs. Charles W.
Tenney, Miss Mary P.
Thacher, Miss Elizabeth B.
Thayer, Mrs. Ezra R.
Thing, Mrs. S. B.
Thorne, Mrs. Samuel, Jr.
Toppan, Mrs. Robert N.
Tower, Miss Ellen M.
Traiser, Mr. Charles H.
Tucker, Mrs. Alanson
Tufts, Mrs. James W.
Tyler, Mrs. George A.
Tyler, Mrs. John F.
Vialle, Mr. Charles A.
Walton, Mrs. Arthur G.
Ward, Mrs. Mary E.
Waterman, Mrs. C. H.
Watson, Mrs. Thomas A.
Weeks, Mrs. Warren B. P.
Weld, Mrs. Stephen M.
West, Mrs. Anna D.
Wheeler, Mrs. A. S.
Whitcomb, Mrs. M. L.
Whitmore, Mr. Henry
Whitney, Mrs. William M.
Williams, Miss E. Frances
Woods, Miss Florence
Wright, Mrs. William M. L.
Yerxa, Miss Sarah
Young, Mrs. Benjamin L.
Young, Miss Fanny

	$1,670.00
In addition 560 members and friends have contributed in amounts less than $10.00	1,799.75
	$24,498.20
Funded until October 1, 1918	4,100.00
	$20,398.20*

Acknowledgment is also made for the following contributions for special purposes:

Appointment Bureau Scholarship, 1919, Smith College Alumnæ Association, Boston Branch	$50.00
Union Red Cross Work	227.59
Bookshop for Boys and Girls, Mr. Edward R. Peirce	1,350.67

*Of this amount $5,303.95 was given for designated purposes.

ACT OF INCORPORATION

COMMONWEALTH OF MASSACHUSETTS

BE it known that, whereas, Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay have associated themselves with the intention of forming a corporation under the name of the *Women's Educational and Industrial Union*, for the purpose of increasing fellowship among women, in order to promote the best practical methods for securing their educational, industrial, and social advancement, and have complied with the provisions of the statutes of this Commonwealth in such case made and provided, as appears from the certificate of the President, Treasurer, and Directors of said Corporation, duly approved by the Commissioner of Corporations, and recorded in this office:

Now, therefore, I, Henry B. Peirce, Secretary of the Commonwealth of Massachusetts, do hereby certify that said Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay, their associates and successors, are legally organized and established as and are hereby made an existing Corporation, under the name of the *Women's Educational and Industrial Union*, with the powers, rights, and privileges, and subject to the limitations, duties, and restrictions which by law appertain thereto.

Witness my official signature, hereunto subscribed, and the seal of the Commonwealth of Massachusetts, hereunto affixed, this twenty-third day of April in the year of our Lord one thousand eight hundred and eighty.

(*Signed*) HENRY B. PEIRCE,
Secretary of the Commonwealth.

FORM OF BEQUEST

I give and bequeath to the WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, in Boston, in the State of Massachusetts, incorporated in the year 1880, its successors and assigns the sum of

.....

to be applied to.....

Y.F.9.a.50

WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION BOSTON MASSACHUSETTS

Mar. 20. 1920

1919

BOSTON PUBLIC LIBRARY

ACT OF INCORPORATION

COMMONWEALTH OF MASSACHUSETTS

BE it known that, whereas, Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay have associated themselves with the intention of forming a corporation under the name of the *Women's Educational and Industrial Union*, for the purpose of increasing fellowship among women, in order to promote the best practical methods for securing their educational, industrial, and social advancement, and have complied with the provisions of the statutes of this Commonwealth in such case made and provided, as appears from the certificate of the President, Treasurer, and Directors of said Corporation, duly approved by the Commissioner of Corporations, and recorded in this office:

Now, therefore, I, Henry B. Peirce, Secretary of the Commonwealth of Massachusetts, do hereby certify that said Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay, their associates and successors, are legally organized and established as and are hereby made an existing Corporation, under the name of the *Women's Educational and Industrial Union*, with the powers, rights, and privileges, and subject to the limitations, duties, and restrictions which by law appertain thereto.

Witness my official signature, hereunto subscribed, and the seal of the Commonwealth of Massachusetts, hereunto affixed, this twenty-third day of April in the year of our Lord one thousand eight hundred and eighty.

(*Signed*) HENRY B. PEIRCE,
Secretary of the Commonwealth.

FORM OF BEQUEST

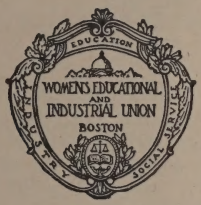
I give and bequeath to the WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, in Boston, in the State of Massachusetts, incorporated in the year 1880, its successors and assigns the sum of

.....

to be applied to.....

FORTY-FIRST ANNUAL REPORT OF THE WOMEN'S EDUCATIONAL & INDUSTRIAL UNION FOR THE YEAR 1918-1919

ORGANIZED 1877 INCORPORATED 1880



264 BOYLSTON STREET, BOSTON
MASSACHUSETTS : : 1920

ADMINISTRATION

PAST PRESIDENTS

Dr. Harriet Clisby	1877–1881
Mrs. Abby Morton Diaz*	1881–1892
Mrs. Mary Morton Kehew*	1892–1913
Mrs. Mary Schenck Woolman	1913–1914
Mrs. Mary Morton Kehew* (Acting President)	1914–1918
Miss Caroline L. Humphrey (Acting President)	1918–1919

HONORARY VICE PRESIDENTS

Miss Melissa Chamberlin*
Dr. Harriet Clisby
Miss Mary F. Eastman*
Mrs. Eleanor S. Mack*
Mrs. Evanette F. Osborn*
Miss Lucia M. Peabody*
Mrs. Kate Gannett Wells*

BOARD OF GOVERNMENT 1919–1920

Miss Marion Churchill, *President*
Mrs. Mabel W. Whidden, *Chairman*
Miss Sarah Louise Arnold, *Vice Chairman*
Mrs. Helen Peirce, *Treasurer*

Mrs. J. Templeman Coolidge
Mr. George U. Crocker
Mrs. Robert Grant
Miss Helen F. Greene
Miss Edith M. Howes
Miss Caroline L. Humphrey
Dr. Henry Lefavour
Miss Ida M. Mason
Miss Lilian V. Robinson
Mrs. Roger Sherman Warner
Mr. Renton Whidden

TRUSTEES OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, INC.

(In charge of the Union's land, buildings, and funds)

Dr. Henry Lefavour, *Chairman*
Mr. George U. Crocker, *Secretary-Treasurer*

Mrs. Helen Peirce
Mr. Charles S. Rackemann
Mrs. Mabel W. Whidden
Mr. Renton Whidden

CATHERINE P. PERKINS FUND

Mr. George U. Crocker, *Trustee*

EXECUTIVE STAFF

Miss Elizabeth W. Schermerhorn, *Executive Secretary*
Mrs. Marie B. Griggs, *Financial Secretary and Business Director*

* Deceased.

DIRECTORS 1919–1920

Mrs. Florence E. Amidon, *Gown Shop*
Miss Ethel R. Browne, *Handwork Shop*
Miss Mabel G. Curtis (*Associate*), A.B., Wellesley College, *Department of Vocational Advice and Appointment*
Miss Lucile Eaves, Ph.D., Columbia University, *Department of Research*
Miss Bertha C. Emerson, *Lunch Department*
Miss Ella C. Emerson, *Food Shop and Food Laboratory*
Miss Amy M. Fackt, B.S., Illinois Woman's College, Simmons College, Columbia University, *Department of Vocational Training*
Miss Florence Jackson, A.M., Smith College, *Department of Vocational Advice and Appointment*
Miss Bertha E. Mahony, *The Bookshop for Boys and Girls*
Miss Sybil H. Holmes, Member Massachusetts Bar, *Department of Law and Thrift*
Miss Elizabeth W. Schermerhorn, A.M., Vassar College, *Department of Social Work*
Miss Daisy B. Treen, A.B., University of North Dakota, *New England Kitchen and School Lunch Department*

PROFESSIONAL ADVISERS

Dr. Marion Coon, *Sanitary Inspector, Food Shop*
Mrs. Maria Howard Hilliard, *Home Economics Consultant, Consultant for Union's Food Shop and Lunch Rooms*
Miss Alice Morse, *Designer, Consultant for the Handwork Shop*
Mrs. Ethel B. Thore, *Decorator for Union Industrial Departments*

FELLOWS, DEPARTMENT OF RESEARCH

Anna Mason Ely, M.A., University of Wisconsin
Sophia C. Gleim, A.B., Ohio Northwestern University
Barbara H. Wright, B.A., University of Minnesota
Bertha Hills, A.M., Columbia University, Fellow 1918–1919
Work to be completed Feb. 1920.

AUDITOR

Mr. Charles F. Rittenhouse, C.P.A., *Professor of Accounting, College of Business Administration, Boston University*

COMMITTEE ON CO-OPERATION WITH SIMMONS COLLEGE

Dr. Henry Lefavour
Miss Sarah Louise Arnold
Miss Marion Churchill
Miss Frances R. Morse
Miss Marion McG. Noyes
Miss Marion E. Park
Miss Elizabeth W. Schermerhorn
Mrs. Mabel W. Whidden
Miss Mary E. Williams

DEPARTMENT ADVISORY COMMITTEES
1919–1920

The Chairman of the Board of Government, President, and Executive Secretary are *ex-officio* members of all committees.

EDUCATIONAL

DEPARTMENT OF RESEARCH

Miss Lucile Eaves, *Director*

Miss Annie E. Allen
Mr. C. C. Carstens, *Society for the Prevention of Cruelty to Children*
Miss Helen F. Greene, *The Colonial Lunch Rooms*
Mrs. Frank W. Hallowell, *Consumers' League*
Mrs. William Z. Ripley, *Women's Trade Union League*

RESEARCH ADVISORY MEMBERS

Prof. Jeffrey R. Brackett, *Director, School of Social Work, Simmons College*
Prof. Thomas N. Carver, *Harvard University*
Prof. Davis R. Dewey, *Massachusetts Institute of Technology*
Prof. Frederick A. Cleveland, *Boston University*
Dr. Alice H. Hamilton, *Harvard Medical School*
Miss Sara H. Stites, *Simmons College*

DEPARTMENT OF VOCATIONAL ADVICE AND APPOINTMENT

Miss Florence Jackson, *Director*
Miss Mabel Gair Curtis, *Associate Director*

ADVISORY COMMITTEE

Miss Sarah Louis Arnold, *Dean, Simmons College*
Miss Bertha M. Boody, *Dean, Radcliffe College*
Miss Ada Louise Comstock, *Dean, Smith College*
Mrs. Caroline S. Davies, *Dean, Jackson College*
Miss Lida Shaw King, *Dean, Woman's College in Brown University*
Mrs. Gertrude S. Martin, *Executive Secretary, Assoc. of Collegiate Alumnæ*
Miss Marion E. Park, *Associate Dean, Simmons College*
Miss Ellen F. Pendleton, *President, Wellesley College*
Miss Florence Purington, *Dean, Mt. Holyoke College*
Miss Alice V. Waite, *Dean, Wellesley College*
Miss Mary E. Woolley, *President, Mt. Holyoke College*

VOCATIONAL ADVISORY MEMBERS

Advertising, Miss Josephine Sullivan, Walton Advertising Co.
Agriculture, Miss Sarah Brooks, Farm Owner
Architecture, Miss Lois L. Howe, Lois L. Howe & Manning, Architects
Hospital Social Service, Miss Kate McMahon, Social Service Department, Boston Dispensary
Interior Decoration, Miss Mabel Harlow, Harlow & Howland, Decorators
Library Work, Miss Alice M. Jordan, Supervisor of Work with Children, Boston Public Library
Photography, Miss Florence Maynard, Florence and Karl Maynard, Photographers
Publishing House Work, Miss Florence Converse, Editorial Staff, The Atlantic Monthly
Settlement Work, Miss Geraldine Gordon, Headworker, Denison House
Social Work (Playgrounds), Miss Jane McCrady, Headworker, Ellis Memorial

DEPARTMENT OF VOCATIONAL TRAINING

Miss Amy M. Fackt, *Director*

Miss Sarah Louise Arnold, *Dean, Simmons College*
Miss Alice F. Blood, *Professor of Household Economics, Simmons College*
Miss June R. Donnelly, *Professor of Library Science, Simmons College*
Mr. Edward H. Eldridge, *Professor of Secretarial Studies, Simmons College*
Miss Elizabeth M. Goodrich, *Instructor in Institutional Management, Simmons College*
Miss Anna A. Kloss, *Agent for Teacher Training in Household Art Schools in Massachusetts*
Miss Marion E. Park, *Associate Dean, Simmons College*
Mrs. Lucinda W. Prince, *Director, Prince School of Education for Store Service*
Miss Antoinette Roof, *Instructor in Education, Simmons College*
Miss Ella J. Spooner, *Associate Professor of Domestic Art, Simmons College*
Mr. Wallace M. Turner, *Assistant Professor in Accountancy, Simmons College*

THE BOOKSHOP FOR BOYS AND GIRLS

Miss Bertha E. Mahony, *Director*

Mr. Charles F. D. Belden, *Librarian, Boston Public Library*
Miss Abbie Farwell Brown
Mr. G. H. Browne, *Browne & Nichols School*
Miss Mabel H. Cummings, *Principal, The Brimmer School*
Mr. A. B. deMille, *Milton Academy*
Mrs. Charles W. Hubbard
Miss Alice M. Jordan, *Supervisor of Work with Children, Boston Public Library*
Mrs. Henry P. Kidder
Dr. Henry Lefavour, *President, Simmons College*
Miss Annie Carroll Moore, *Supervisor of Work with Children, New York Public Library*
Mrs. Helen Peirce, *Board of Government*
Miss Lucy Wheelock

INDUSTRIAL

FOOD SHOP

Miss Ella C. Emerson, *Director*

Mrs. Elizabeth E. Cushing
Mr. E. C. Campbell, *Master Bakers' Association*
Mr. W. F. Cook, *T. D. Cook & Company*
Mr. F. H. Duley, *Stephen Bartlett Candy Company*
Mrs. Maria Howard Hilliard, *Home Economics Consultant*
Mrs. Josephine Chase Silver
Mrs. Joseph Soliday
Mrs. Mabel W. Whidden, *Board of Government*

HANDWORK SHOP

Miss Ethel R. Browne, *Director*

Miss Blanche E. Colman, *Interior Decorator*
Mrs. J. Templeman Coolidge, *Board of Government*
Miss Alice J. Morse
Miss Florence W. Swan, *Designer*
Mrs. Charles W. Townsend, *Museum of Fine Arts*
Mrs. Roger Sherman Warner, *Board of Government*
Mrs. Edward R. Warren, *Boston Society of Decorative Art*

GOWN SHOP

Mrs. Florence E. Amidon, *Director*

Miss Jessie Ball, *Dressmaker*
Miss Mary Henleigh Brown, *Somerville Vocational School for Girls*
Mr. C. Lothrop Higgins, *Milliner and Importer*
Miss Helen R. Hildreth, *Worcester Trade School*
Mrs. Mabel McMillan
Miss Mary Orr, *Boston Trade School for Girls*
Miss Louisa I. Pryor, *Massachusetts State Board of Education*
Miss Marie Thayer, *Boston Trade School for Girls*

LUNCH DEPARTMENT AND NEW ENGLAND KITCHEN

Miss Bertha C. Emerson, *Director, Lunch Department*
Miss Daisy B. Treen, *Director, New England Kitchen*

Mr. Edwin H. Ansell, *Manager, American Telephone and Telegraph Company, Lunch Room*
Miss Sarah Louise Arnold, *Dean, Simmons College*
Miss A. Mildred Barber, *Manager, Women's City Club*
Miss Elizabeth M. Goodrich, *In charge of the Division of Institutional Management, Simmons College*
Miss Helen F. Greene, *The Colonial Lunch Rooms*
Mr. Howard Marston, *R. Marston & Company*
Mrs. Helen Peirce, *Board of Government*
Miss Bertha Stevenson, *The Laboratory Kitchen*

SCHOOL LUNCH DEPARTMENT

Representing School Authorities, Health Experts, and the Union

Miss Daisy B. Treen, *Director*

Mr. Charles W. Parmenter, *Head Master, Mechanic Arts High School, Chairman for Masters' Association*
Mr. Jeremiah E. Burke, *Assistant Superintendent of Schools, Boston*
Mr. William B. Snow, *Head Master, English High School*
Dr. Richard C. Cabot, *Social Service Department, Massachusetts General Hospital*
Miss Isabel F. Hyams, *Board of Trustees, Boston Consumptives' Hospital*
Dr. Milton J. Rosenau, *Professor of Preventive Medicine and Hygiene, Harvard Medical School*
Miss Marion Churchill, Miss Sarah Louise Arnold, Mrs. J. Templeman Coolidge } *Board of Government, Women's Educational and Industrial Union*

SOCIAL SERVICE

DEPARTMENT OF LAW AND THRIFT

Miss Sybil H. Holmes, *Director and Counsel*

Miss Alice H. Grady, *Secretary Massachusetts Savings Bank Life Insurance*
Mrs. Edward M. Greene
Miss Katherine D. Hardwick, *Associated Charities*
Miss Edith M. Howes, *Board of Government*
Mr. Francis P. Malgeri, *Italo-American Credit Union*
Miss Ethel M. Remele, *Elizabeth Peabody House*
Mr. Reginald H. Smith, *Boston Legal Aid Society*

LIBRARY

Mrs. Bertha V. Hartzell, *Librarian*

Miss June R. Donnelly, *Professor of Library Science, Simmons College*
Miss Amy M. Fackt, *Director, Vocational Training Department*
Miss Susan J. Ginn, *Director, Boston Placement Bureau*
Mr. Daniel Handy, *Librarian, The Insurance Library Association of Boston*
Miss Edith Jamieson, *Committee on Industrial and Social Relations, Massachusetts State Federation of Women's Clubs*
Miss Anna A. Kloss, *Agent for Teacher Training in Household Arts Schools in Massachusetts*
Miss Bertha E. Mahony, *Director, The Bookshop for Boys and Girls*
Miss Mary C. Mellyn, *Assistant Superintendent of Schools, Boston*
Miss Marion Niles, *President, Massachusetts Association of Women Workers*

DEPARTMENT OF SOCIAL WORK

Miss Elizabeth W. Schermerhorn, *Executive Secretary, Director*

ADVISORY COMMITTEE

Mrs. Edward R. Grabow
Mrs. John S. Penman
Mrs. George W. Perkins

SOCIAL SERVICE ADVISORY COMMITTEE

Miss Gertrude L. Fletcher, *Social Service Worker*

Mrs. Margaret F. Baldwin, *Social Service Worker, Orthopedic Department, Massachusetts General Hospital*
Miss Jane McCrady, *Head Worker, Ellis Memorial*
Miss Helen Myrick, *Director of Social Service Work, Boston Psychopathic Hospital*
Mrs. Mary E. Patten, *Social Service Department, Emmanuel Church*
Miss Ellen Webster, *Room Registrar, Boston Students' Union*

ROOM REGISTRY ADVISORY COMMITTEE

Mrs. Emma F. Tobin, *Room Registrar*

Mrs. Ida M. Brown
Mrs. Emma Mayer Keyes
Mrs. George W. May
Miss Helen R. Norton

MEMBERSHIP

Membership in the Union is a means of expressing interest in its purpose: — To increase "fellowship among women in order to promote the best practical methods for securing their educational, industrial and social advancement."

Any person, man or woman, is eligible to membership on payment of $1 for annual membership, $5 for subscription membership, or $25 for life membership.

Members are entitled to the use of special lunch and rest rooms and to a checking station for parcels.

Total Members (October 1, 1919)		4,130
Annual Members	3,636	
Subscription	192	
Life	302	

ANNUAL REPORT

1918–1919

NO new activities have been undertaken this year, although several have been proposed and are under consideration for the coming year. The task has been one of strengthening the organization, and to that end several combinations have been effected. Last year New England Kitchen and School Lunch were placed under one head; this year the Food Laboratory was put under the same director as the Food Shop; the Library was placed under the supervision of the Librarian of the Social Service Library of Simmons College; the Department of Social Work was put under the direction of the Executive Secretary; and the House Department, formerly a part of Social Work, was given over to the Purchasing Agent who, in her turn, was affiliated with the Financial Office. This, we believe, will make for stronger and closer organization and economy of effort and time.

During the summer we have effected some material improvements in the building. The halls and stairways have been repainted; many needed repairs have been made; the Gown Shop has been redecorated, and new hangings and upholstery in the Members' Rest Room have given a brighter and cosier air to the room.

Miss Caroline L. Humphrey, who has filled the office of Acting President since Mrs. Kehew's death, felt obliged by other duties to resign from this position July 1, after faithfully piloting us for a year and a half through the problems and uncertainties attendant upon war conditions and change of leadership.

Miss Marion Churchill, Dean of Women at Colorado College, has accepted the position of President of the Union, entering upon her new duties on January 1, 1920. Miss Churchill is a New England woman, well-known in educational circles, and brings to us an enthusiasm and energy which promises well for the future development of our work.

RESEARCH DEPARTMENT

There were four fellows in the Department of Research in 1918–1919. Three of them received the degree of M.S. from Simmons College on completing their investigations, and have been placed in excellent positions. One was obliged by illness to drop out, but will finish her work this year. The subject chosen for investigation during the coming year departs materially from those previously studied. There is much interest at the present time in the public guardianship of children, and the great accumulation of case records in the files of the Massachusetts Society for the Prevention of Cruelty to Children supply excellent statistical data for the study of conditions making desirable the public care of children who have been neglected by their parents.

The publication of the results of investigations is the most serious problem confronting the Research Department. The Research Division of the Federal Board for Vocational Education was abolished because Congress failed to appropriate money for its support. Other means of publication are being sought for the two studies prepared for this Board. The Union will abandon its efforts to co-operate with Federal agencies, and will endeavor to establish a publication fund which will make possible prompter printing of the results of the investigations of the Research Department.

DEPARTMENT OF VOCATIONAL ADVICE AND APPOINTMENT

Up to October, 1918, the Bureau had great difficulty in securing applicants to fill positions, but with the signing of the armistice the employment situation for women returned to a status not unlike that of the early part of 1914. Boston did not feel the strain of women released from government service as much as New York and Philadelphia, because it had not furnished as many war workers as some of the other large cities. Personnel workers and scientific workers appeared in rather large numbers, but the expected surplus of stenographers did not materialize, and salaries in that field have maintained a higher standard than before the war. Social workers have also been in demand and at advanced salaries. On the whole, the number of regis-

trations and placements has been about the same as last year, except that a larger number of non-college applicants were registered. The fees, however, have increased considerably, owing to the larger salaries received. The largest number of registrations and placements for positions were in the field of stenographers, office assistants, secretaries, housekeepers, dietitians, bookkeepers and typists. The most interesting, because unusual, were in the fields of agriculture, chemistry, design, drafting, horticulture, hotel management, photography, medicine and bacteriology, and statistics. 1,211 orders have been received, and 1,364 registrations. 591 placements have been made.

The educational work of the Bureau has continued on the same lines as last year. One of the two new student workers comes to us from the University of Toronto, the other from Cornell. Both are specializing in employment service, and are taking the evening course in Employment Management at Boston University, the Union paying the fees for the course. The Director has continued to act as vocational adviser at Jackson, Wellesley, and Mount Holyoke colleges, and gave special addresses at the Connecticut College for Women, the Woman's College in Brown University, and Cornell University. She also gave a series of six lectures and two conferences at the summer session of the University of Pittsburgh. The Associate Director has addressed several private schools, and this coming year she expects to inaugurate a series of vocational lectures to high school teachers.

VOCATIONAL TRAINING DEPARTMENT

Training in this department falls under three heads — that which supplements the studies in Simmons College in the departments of Household Economics, Needle Arts, Library and Secretarial work, which was given to 185 students; the training of twenty-three special students, not from Simmons, in the various industrial departments of the Union; and opportunities for observation, under direction, afforded to thirty-nine other students of design and of domestic science, twenty-six being High School pupils and thirteen teachers from the state-aided vocational schools. In addition, five student workers were

employed during the year in the Union's Food Departments and two in the Appointment Bureau. Frequent letters and inquiries about the opportunities for vocational training in the Union testify to the general demand for this special form of experience.

BOOKSHOP FOR BOYS AND GIRLS

In its third year, the Bookshop has increased its business about $16,000 over the first year. Each month was notable for the large number of visitors from distant places. In the library branch of the work books have been sent very far afield — for example, to a country library in Wyoming, to public libraries in Michigan, Minnesota, Pennsylvania, and Ohio, and to libraries throughout New England. The enthusiastic support of librarians has contributed in no small degree to the Bookshop's success.

The five Saturday Morning Book Conferences, conducted in co-operation with the New England Association of School Libraries, have been a new development, affording librarians and teachers an opportunity to keep in touch with fresh material. It is expected that they will be continued another year. Out of these conferences has grown the plan for a Reading Committee on Books for Young People (of high school age), the reviews made by this committee to be filed on cards in the Bookshop.

The Bookshop has held special exhibitions and sales during the year at the Somerset School in Bangor, Maine, at Nahant, through the courtesy of Mrs. Charles Gibson and her son, and at Ipswich, by invitation of Mrs. Roger Sherman Warner.

GOWN SHOP

In spite of shortage of labor and high prices, the Gown Shop has increased its business by more than $3,000 this year, and for the first time in its history has made a small profit. About ninety per cent of the garments sold were order work. Fourteen practice students and twenty-three regular workers were in the department, and five special students who desired to qualify as vocational teachers.

HANDWORK SHOP

The Handwork Department has increased its volume of business over $5,000 during the past year, and has added to its usual line of goods products of the Old Men's Toy Shop, of Mme. Pellegrini's Italian Workers, of the Canadian and Southern Industries, and of the French Wounded Soldiers. The special exhibitions of these workers have created much interest. The Baby Room has held four successful exhibits in Hartford and Providence, the Gown Shop cooperating at the latter place. In the Children's Workroom twelve girls from the Practical Arts High School and four students from Simmons College have had practical training. The volume of business in consigned goods has increased considerably, but as our expenses increased proportionately, we have decided that it will be necessary to raise our commission to thirty per cent, but to so adjust the prices that the consignors will continue to receive as much as previously.

The limited space for display purposes is a serious drawback. It is difficult to exhibit our goods properly or to extend our business under the present conditions.

The former Advisory Committee has been reorganized this year and now forms the jury. They have met twenty-six times. 6,289 articles have been submitted, of which 4,675 were accepted. There was a large increase in the number of consignors — 1,308, as against 505 the previous year. 314 new consignors were added, while eight were turned into producers.

SCHOOL LUNCH DEPARTMENT

We have continued to serve lunches to the eighteen Boston high schools with a daily average of 8,500 students. Fifty-eight students and one student worker had practice in this department. On account of the influenza the schools were closed about five weeks, during which time we were obliged to continue the wages of the employees in this department. The School Committee, recognizing the value of our service, voted an appropriation to cover our actual expenses for the period of closing. The increase in the cost of raw food made necessary a small increase in the selling price at the schools, never more than one cent per portion, but a perceptible decrease in sales

resulted. This fall, however, there has been a marked increase in business.

The Dairy Lunch at the School Lunch Building on Broadway was again opened for the summer months, in order to utilize our plant in the vacation, but the attendance and receipts did not warrant a continuance of the experiment.

NEW ENGLAND KITCHEN

In spite of many difficulties, the New England Kitchen has had a banner year. The difficulty of obtaining satisfactory labor was a serious problem, but many of our old employees showed an encouraging spirit of loyalty and helpfulness. The making of ice-cream for the School Lunch Department had to be abandoned because of the sugar shortage.

Because of the decrease in Red Cross work after the armistice was signed, the lunch room at the Washington Street Headquarters was closed May 1; and July 1 that at Berkeley Street was discontinued also. Although the margin of profit at these places was small, we have the satisfaction of knowing that our service added to the comfort and convenience of the Red Cross workers.

The lunch room in the Youth's Companion Building was discontinued November 1, as the patronage did not justify the expense and labor of its maintenance. The restaurant conducted for the officials of the American Woolen Company, on the other hand, continues to be successful, and the average daily attendance has increased from 158 to 212.

FOOD SHOP

The Shop has added this year to its usual line of jellies and preserves a supply of canned vegetables put up by our producers. This proved so successful that the supply was exhausted almost immediately. The catering business is beginning to resume the activity it enjoyed before the war, and the Sandwich Kitchen, too, with the improvement permitted now in the quality of the bread, has shown a gratifying increase in business. Owing partly to the fact that many more people are now living in small apartments and hotels, the food business has grown steadily along all lines, although, because of lack of floor space and of storing and packing facilities,

we cannot develop it as much as we are really warranted in doing. In spite of this, our business has increased by nearly $13,000. We have fifty-nine producers now, seven of whom are new. In the Cake Laboratory six varieties of cakes have been added to those of last year.

LUNCH DEPARTMENT

This department began the year with a deficit of nearly $5,000 and a nearly equal amount of expense to meet for repairs and equipment. With labor shortage, high cost of materials and wages added to this, the year has been one of continuous struggle. There are indications now that the department is on the right road to a more prosperous condition. The special catering for suppers and parties at the Union has shown a marked increase in business and in popularity, and although the opening of many new restaurants, and especially of several cafeterias in our neighborhood, has occasioned considerable competition, we feel that we shall maintain our place by the excellent quality of the food we give.

LAW AND THRIFT DEPARTMENT

In February the Director of this department resigned to take another position. We were able to fill her place very satisfactorily, and the usual activities of the department have been maintained. Two hundred and thirty-four persons applied for legal aid, forty-one being present or former Union employees. Sixteen new loans were granted from the Emergency Loan Fund, thirty-five were repaid, and forty-three are still outstanding. The Industrial Credit Union has increased its membership from 489 to 515 during the year, its shares by more than $1,600, its deposits by nearly $3,000, and its outstanding loans by nearly $1,000. The usual five per cent dividend on shares was declared last November. The Stamps Savings Society, which had been somewhat curtailed in its activities owing to the Government's Thrift Stamp issues, was transferred in the spring to the administration of South End House. The department sold during the year 243 War Stamps and 1,923 Thrift Stamps, the largest number being sold to employees of the Union.

The educational work of the department is general rather than concrete; it inculcates habits of thrift and

teaches people the benefits of proper credits. The activity of the Mary C. Jackson Emergency Fund has shown a decrease. This year a portion of the fund has been tendered to some of our New England women's colleges for the use of students who need financial assistance in obtaining their education.

LIBRARY The reorganization of the Library under the Librarian of the Social Service Library of Simmons College insures excellent co-operation and the interchange of books and pamphlets. The patronage of the Library has decreased this year, due partly to the transferring of the School of Salesmanship to Temple Place, which is more accessible to the Social Service Library, and partly to the discontinuance of the legislative work.

In order that its material may be useful to more people outside the Union departments, the Library is about to initiate the practice of lending books to members of the Union for a week at a time. At present all the books and pamphlets are being reclassified, using the classification and cards of the Library of Congress, in order to make the material more accessible and helpful.

The old Legislative Committee was dissolved in the autumn, and the Union has kept in touch with legislative affairs through its representation on the Joint Committee on the Industrial Relations of Women and Children. The bills endorsed by the Board of Government through recommendation of this committee, were that providing for a forty-eight-hour week for working women, the bill to appropriate $150,000 for the continuation of the Women in Industry Service of the Federal Department of Labor, and the Smith-Towner bill to create a National Department of Education. We also petitioned the governor to veto the McKnight bill waiving Civil Service examinations for veterans of the European war, and to provide for the interests of women and children and of the Minimum Wage Commission in the reorganized Board of Labor and Industry.

SOCIAL WORK DEPARTMENT

November 1, membership in the Union was put on the basis of a fiscal year, an arrangement which will greatly promote the convenience of the members and of the secretarial office. In spite of the confusion such a change inevitably produces, the membership shows a slight increase over last year. The advisability of doubling the membership fee has been considered, but for this year, at least, it was decided not to make this change.

In July the Red Cross work, which has been carried on in Perkins Hall for three years and nine months, was discontinued, as the need for it happily ceased. During this period 244 afternoons have been devoted to the work and 70,703 articles have been made, 348 during the past year. The fund for this work, $1,409.01 in all, was contributed by friends of the Union. A small amount remained in the treasury when the work stopped and has been turned over to the Befriending Fund of the Social Service Agent.

This agent has continued to supply all kinds of demands for occasional and part-time workers, and to help the untrained or handicapped woman to find the occupation suited to her ability. There were 243 registrations in this office during the year and 221 placements, ninety-nine of these being physically handicapped, forty-three students who wanted part-time work, and fifty-four referred by other organizations.

The Room Registry has felt the stress of the times severely. There were 2,143 applications for rooms against 1,298 the previous year. Although nearly twice as many rentals were made, the number of rooms registered was very little larger than the previous year, demonstrating the acuteness of the housing situation in Boston. The great need is for moderate-priced rooms in a central locality and for business people. At present there is no indication of any relief for the situation, although many more rooms in private homes are being offered for rent than formerly.

Thirty-three outside organizations and fourteen Union groups have met in Perkins Hall this year — 203 occasions in all. This includes six conferences of the New

England Association of School Libraries, four Professional Opportunities Conferences arranged by the Appointment Bureau, six lectures on the theme of "Education for Peace," which opened with an address on the League of Nations by J. Randolph Coolidge, and closed with an interesting paper on "The Dull Job," by Margaret Deland. The National Committee of the Bureaus of Occupation, which had its annual conference in Boston in October, held a large evening meeting in Perkins Hall. The Wednesday Evening Current Events lectures for members were this year given by Miss Julia S. Orvis of Wellesley College, and there were also the five evenings of entertainments, known as the "Union At-Homes." The Conferences of Committees, five in number, were held as usual, the Departments of Research, Vocational Training, School Lunch, Law and Thrift, Social Work, and Handwork furnishing the program and the speakers, and the customary luncheon following.

Mrs. Robert Farley Clark also gave a lecture for the Union family on her travels in South America, illustrated by stereopticon views. The employees had their annual meeting and social evening in Perkins Hall, and the usual Christmas tree for children of employees was given.

As our Annual Meeting coincided, in 1918, with the celebration of the signing of the armistice, the program and luncheon appointed for that occasion had to be cancelled.

Miss Lucia M. Peabody, who was for many years closely associated with our work, passed away in Belmont, February 8, 1919. From 1885 to 1898 she was Recording Secretary of the Union, and from 1901 to 1908 was Vice-President. Upon her resignation from that office she was made an Honorary Vice-President. With the death of Miss Peabody, only one, Dr. Clisby, still survives of the seven women who were made Honorary Vice-Presidents in recognition of their devoted services in the early years of the Union.

On February 13, the anniversary of the death of Mrs. Kehew, a simple but beautiful memorial service was held in Perkins Hall, the occasion being the unveiling of a handsome bronze tablet to her memory, presented by

Mr. Kehew. Only the Union employees and the Board of Government were present. Dean Rousmaniere conducted the brief services and Dean Arnold of Simmons College spoke. A very beautiful clock with chimes has been placed in the Main Office, given by the Directors of the Union in memory of Mrs. Kehew. Our report last year began with a tribute to her memory. It must close this year with the thought of all she has done in building up our work, developing our usefulness, and inspiring the loyalty and enthusiasm of all who were privileged to serve under her leadership.

REPORT OF THE TREASURER, FISCAL YEAR 1919

The total receipts from all sources for the year ending September 30, 1919, amounted to $751,780.70. The expenses amounted to $737,393.97, making an income for the year of $14,386.73. Our accumulated deficit at the beginning of the year was $15,455.88, which reduced by this year's income leaves a deficit of $1,069.15 on October 1, 1919.

The net income of the departments is divided as follows: Lunch, $1,321.55; Food Shop and Catering, $12,513.90; Sandwich Kitchen, $774.16; Food Laboratory, $1,563.19; New England Kitchen and its activities, $16,012.91; Schools, $2,609.73; Handwork Shop, $928.50; Gown Shop, $220.89; Multigraph, $12.39.

The departments run at a deficit were: Candy Kitchen, $503.20; Dairy Lunch, $407.82; and Bookshop, $264.31, which was covered by a donation.

The net expense of the Social and Educational departments amounted to $28,257.47, receipts from these departments being $9,935.53 and expenditures $38,193.00. General Administration has cost $15,552.98; the Maintenance department had a deficit of $2,485.33, which with items direct to surplus and deficit make a total of $46,976.44 to be met. Against this we have the income from the industrial departments, $35,046.20; donations, $20,224.43; membership, $4,027.78; income from investments, $830.57; miscellaneous items, $1,234.19 — a total of $61,363.17. This gives us an income for the year of $14,386.73.

There was carried over on October 1, 1918, an accumulated deficit of $14,455.88, which has been reduced by this year's income to $1,069.15.

REPORT OF THE TREASURER

To the Board of Government
of the Women's Educational and Industrial Union:

I HAVE the honor to present the forty-first annual report of the Treasurer, together with the Auditor's reports, for the year ended September 30, 1919.

HELEN PEIRCE,
Treasurer.

As Mr. Charles F. Rittenhouse has been employed from October 1, 1918, to October 1, 1919, to examine the Treasurer's books and accounts for the year ending September 30, 1919, we approve his reports, and adopt them as our own.

RENTON WHIDDEN,
GEORGE U. CROCKER,
Auditing Committee.

SUMMARY OF RECEIPTS AND EXPENDITURES

FOR THE YEAR ENDING SEPTEMBER 30, 1919

Expenses of Social Educational Departments		$53,745.98	
Receipts from these departments		9,935.53	
Net cost			$43,810.45
Receipts from Industrial Departments	$718,013.53		
Expenses of these departments	682,967.33	$35,046.20	
Less:			
Deficit of Maintenance Department		2,485.33	
			32,560.87
Balance of yearly budget to be met			$11,249.58
Income from other sources:			
Donations	$20,224.43		
Membership dues	4,027.78		
Income from Investments	830.57		
Miscellaneous Income	1,234.19	$26,316.97	
Less:			
Profit and Loss Adjustments		680.66	25,636.31
Income for the year 1918–1919			$14,386.73

REPORT OF THE TRUSTEES OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION

A Charitable Corporation organized under the laws of Massachusetts, April 17, 1914

INCOME ACCOUNT

October 1, 1918, to October 1, 1919

Balance of Income on hand		$362.21
Receipts:		
Dividends and interest General Trust	$1,614.87	
Dividends and interest Perkins Trust	577.57	
Dividends and interest Law and Thrift Fund	215.77	
From Women's Educational and Industrial Union	5,710.00	8,118.21
		$8,480.42
Payments:		
Insurance	$1,154.25	
Interest	6,400.00	
Tax on sale of Lowell Bleachery rights	.04	
Balance of Law and Thrift Fund Income, paid Women's Educational and Industrial Union	215.77	
Balance of Income of the Perkins Fund, paid to Women's Educational and Industrial Union, to be credited to the Lecture Account	577.57	8,347.63
Balance Income on hand October 1, 1919		$132.79

(Signed) George U. Crocker, *Treasurer*

DONATIONS

IN MEMORY OF MARY MORTON KEHEW

RESEARCH DEPARTMENT

Clark, Mrs. Robert Farley	$500.00
Kimball, Miss Hannah P.	500.00
Kehew, Mr. William B.	3,000.00

The Union wishes to express to the following donors its grateful appreciation of their endorsement of its educational and social work.

Over $100

A Friend	$150.00	Mason, Miss Ida M.	500.00
Brooks, Mrs. Shepherd	200.00	Peirce, Mr. Edward R.	3,165.51
Clark, Mrs. Robert Farley	800.00	Permanent Charity Fund, Boston Safe Deposit and Trust	
Converse, Mrs. Costello C.	500.00	Company, Trustee	1,250.00
Coolidge, Mrs. J. Templeman	200.00	Rousmaniere, Mrs. Edmund S.	300.00
Humphrey, Miss Caroline L.	250.00		$7,715.51
Mason, Miss Ellen F.	400.00		

$100

Anonymous	Paine, Mr. William A.
Anonymous	Rackemann, Mr. Charles S.
E. S. C.	Russell, Mrs. Robert S.
Brigham, Mrs. Cyrus	Sanger, Mr. Sabin P.
Cary, Miss Georgina S.	Shaw, Mrs. Robert Gould
Cotting, Mr. Charles E.	Stone, Mr. Galen L.
Crimmins, Mr. Thomas A.	Wellington, Mr. William H.
Crimmins, Mrs. Thomas A.	Wheeler, Mr. Leonard
Foss, Mrs. James O.	Whidden, Mr. Renton
Hayward, Mrs. H. T.	Whidden, Mrs. Renton
Jordan Marsh Company	$2,200.00
McElwain, Mr. J. Franklin	

$10 to $100

Ames, Mrs. James B.	$50.00	Crocker, Mrs. Edward S.	25.00
Anonymous	25.00	Crocker, Mrs. George H.	25.00
Anonymous	75.00	Dalton, Mrs. Charles H.	20.00
Austin, Miss Edith	25.00	Davenport, Mrs. George Howe	25.00
Bartol, Miss Elizabeth H.	30.00	Davis, Mrs. Charles S.	25.00
Bayley, Mrs. Edward B.	25.00	Dean, Mrs. Charles A.	25.00
Blake, Miss Marian L.	25.00	Edwards, Miss Hannah M.	50.00
Bliss, Mr. Elmer J.	25.00	Elton, Mrs. J. P.	25.00
Boit, Miss Elizabeth E.	25.00	Emmons, Mrs. R. W., 2d	25.00
Bowditch, Mrs. N. I.	15.00	Ensign, Mrs. Dwight W.	25.00
Brewer, Mr. Edward M.	50.00	Faulkner, Miss Fannie M.	15.00
Carr, Mr. Samuel	50.00	Fay, Miss Sarah M.	50.00
Carter, Mrs. John W.	25.00	Fenn, Mrs. Harry W.	25.00
Case, Miss Louise W.	25.00	Forbes, Mrs. Alexander	25.00
Chase & Sanborn	25.00	Forbes, Mrs. Frank W.	20.00

$10 to $100 — *Continued*

Fredericks, Mrs. B. W.	25.00
Freeman & Lawrence	15.00
Frothingham, Mrs. Louis A.	50.00
Fuller, Mrs. Alvan T.	15.00
Gardiner, Mr. Robert H.	20.00
Gardner, Mrs. George P.	25.00
Goodrich, Mrs. James B.	25.00
Gray, Miss Isa E.	20.00
Gribbel, Mrs. John	25.00
Guild, Miss Sarah Louise	20.00
Hallowell, Mr. Frank W.	25.00
Hallowell, Mrs. Frank W.	25.00
Harwood, Mrs. George S.	25.00
Higginson, Mrs. Francis L.	25.00
Hobbs, Mrs. Franklin W.	25.00
Homans, Mrs. John	25.00
Houghton, Miss Elizabeth G.	50.00
Houser, Mrs. Horace M.	20.00
Howe, Mrs. Henry S.	25.00
Howland, Miss Elizabeth K.	20.00
Hunt, Mrs. William D.	25.00
Huntress, Mrs. George L.	15.00
Iasigi, Mrs. Oscar	25.00
Jackson, Mrs. C. C.	20.00
Johnson, Mrs. Edward J.	15.00
Kimball, Mrs. David P.	50.00
Lindsey, Mrs. William	25.00
Lowell, Mrs. A. Lawrence	50.00
Lowell, Miss Lucy	15.00
Manson, Mrs. Horace	20.00
Marland, Mrs. William H.	25.00
Marshall, Mrs. L. C.	11.20
Mason, Mrs. John H.	12.00
Merriman, Mrs. Daniel	25.00
Morse, Miss Frances R.	50.00
Morss, Mrs. Everett	25.00
Nazro, Mrs. Frederic H.	15.00
Peabody, Mrs. Francis	20.00
Peirce, Mrs. I. Newton	25.00
Perry, Miss Anna L.	50.00
Pickman, Mrs. Dudley L.	50.00
Remick, Mrs. Frank W.	25.00
Richards, Mrs. Calvin A.	25.00
Robb, Mrs. Russell	25.00
Robinson, Miss Lilian V.	50.00
Schenck, Mrs. Garret	25.00
Shattuck, Mrs. George H.	50.00
Shaw, Mrs. George Howland	50.00
Sherburne, Mrs. Frank Foster	25.00
Silsbee, Miss Martha	25.00
Smith College Alumnæ Association, Boston Branch	50.00
Staniford, Mrs. Daniel	15.00
Stevenson, Mrs. Robert H.	20.00
Stone, Mrs. Edwin P.	20.00
Storrow, Miss Elizabeth R.	25.00
Storrow, Mrs. James J.	25.00
Tapley, Miss Alice P.	50.00
Thayer, Mrs. Adelbert R.	25.00
Thorp, Mrs. J. G.	25.00
Tyler, Mrs. John F.	20.00
Upham, Miss Susan	50.00
*Vaughn, Mrs. Benjamin	15.00
Vincent, Miss Susan W.	20.00
Warner, Mrs. Roger Sherman	25.00
Warren, Miss Cornelia	50.00
Warren, Mrs. S. D., Sr.	25.00
Watkins, Miss Emma C.	25.00
Whiting, Miss Anna M.	25.00
Whitney, Mr. Frank	20.00
Whitney, Mrs. Geoffrey C.	20.00
Wigglesworth, Mr. George	50.00
Wilbur, Miss Mabel	50.00
Williams, Miss Adelia C.	50.00
Williams, Miss E. Frances	15.00
Wolbach, Mrs. S. Burt	15.00
	$3,003.20

$10

Adams, Miss Nancy M.	Beal, Mrs. Boylston A.
Ames, Mrs. Hobart	Benedict, Mrs. Francis G.
Baer, Mr. Louis	Bigelow, Mrs. Joseph S.
Baker, Mrs. A. T.	Bond, Mrs. Charles Wood
Balch, Miss Agnes Gordon	Bowditch, Miss Olivia Y.
Barker, Mrs. George G.	Bowker, Mrs. William H.
Barrett, Mrs. William E.	Boynton, Mrs. Frederic G.
Bartol, Mrs. John W.	Bradley, Miss Rosamond
Baylies, Mrs. Walter C.	Brewer, Miss Eliza

* Deceased

$10 — *Continued*

Brewer, Mrs. Joseph
Brooks, Mrs. Gorham
Brown, Mrs. Atherton T.
Brown, Miss Elizabeth B.
Bullard, Miss Katherine E.
Burr, Miss Lucy W.
Campbell, Mrs. H. H.
Cobb, Miss Clara A.
Codman, Miss Catherine Amory
Conant, Mrs. William C.
Cummings, Mrs. Charles A.
Cushing, Mrs. H. W.
Davis, Mrs. Charles B.
Dillenback, Mr. Henry B.
Drown, Miss Mary F.
Eastham, Mrs. Melville
Ellison, Mrs. Martha E.
Ernst, Mrs. Carl W.
Eustis, Mrs. F. A.
Fabens, Miss Caroline H.
Fabyan, Miss Abbie M.
Ferrin, Mrs. F. M.
Forbes, Mrs. Ralph Emerson
Forbes, Mrs. William H.
Fuller, Miss Eliza W.
Goldthwait, Mrs. Joel E.
Gray, Mrs. John Chipman
Gray, Mrs. Morris
Greenwood, Mrs. L. H.
Grinnell, Mrs. S. B.
Gulick, Mrs. Edward Leeds
Gunn, Mrs. L. J.
Hall, Mrs. George A.
Harris, Miss Ellen M.
Hatch, Mrs. J. C.
Hatfield, Mrs. H. K.
Hazard, Mrs. R. G.
Hemenway, Mr. Alfred
Heywood, Miss Helen R.
Hinds, Mrs. John W.
Holbrook, Miss Mary S.
Hooper, Mrs. James R.
Hosmer, Mrs. Herbert Buttrick
Houghton, Mr. Clement S.
Howes, Mrs. Frank H.
Howland, Miss M. Louise
Hoyt, Mrs. Charles C.
Humphreys, Mrs. R. C.
Hunnewell, Miss Julia O.
Hutchins, Mrs. Edward W.
Ivers, Miss Ella F.
Johnson, Mr. Edward C.
Johnson, Miss Mildred
Josselyn, Mrs. A. S.
Judd, Mrs. Curtis J.
Kilham, Miss Louisa B.
King, Miss Annie F.
King, Miss Caroline W.
Lasell, Mrs. Josiah M.
Latimer, Mrs. George D.
Lawrence, Rev. William Appleton
Lee, Mrs. Charles J.
Lee, Mr. Joseph
Lombard, Mrs. J. H.
Loring, Mrs. William Caleb
Lucas, Mrs. W. H.
McKee, Mrs. William L.
Manning, Miss Abby F.
Manning, Mrs. Charles B.
Mason, Miss Fanny P.
May, Miss Eleanor G.
Miller, Mrs. William D.
Moir, Mrs. John
Moore, Mrs. Edward C.
Neal, Mrs. James A.
Parker, Miss Eleanor S.
Parker, Mrs. Harrison
Peirce, Miss Annie S.
Penman, Mrs. John S.
Pierce, Miss Henrietta M.
Prichard, Miss Anna
Rand, Mrs. Harry Seaton
Ranney, Miss Helen M.
Reed, Mrs. William Howell
Rich, Mrs. William T.
Riley, Miss Mabel Louise
Rogers, Mrs. Howard L.
Rogers, Mrs. Jacob
Russell, Mr. Frank A.
Sanders, Mrs. William B.
Sanger, Mrs. George P.
Simons, Mrs. William C.
Smith, Mrs. Channing
Spalding, Miss Mary A.
Stackpole, Mrs. Edward
Stanwood, Mrs. Francis M.
Stearns, Mrs. Albert H.
Stone, Mrs. Albert
Stone, Mrs. Nathaniel H.
Streeter, Mrs. Edward C.
Sturgis, Mrs. Edward
Sweet, Mrs. Joseph L.
Swift, Mr. and Mrs. George H.
Sylvester, Mr. Edmund Q.

$10 — *Continued*

Taintor, Mrs. Charles W.
Thayer, Mrs. Ezra Ripley
Thing, Mrs. S. B.
Thorne, Mrs. Samuel, Jr.
Tower, Miss Ellen M.
Towle, Mrs. George N.
Traiser, Mr. Charles H.
Traiser, Mrs. Richard E.
Tucker, Mrs. Alanson
Tufts, Mrs. James W.
Tyler, Mrs. George A.
Vialle, Mr. Charles A.
Walton, Mrs. Arthur G.
Warren, Mrs. Bayard
Waterman, Mrs. C. H.
Watson, Mrs. Thomas A.
Weld, Mrs. Stephen M.
Wellington, Mrs. Austin C.
Wells, Mrs. Webster
West, Mrs. Anna D.
Wheelwright, Miss Mary C.
Whidden, Mrs. Bradlee
Whitcomb, Mrs. M. L.
Whitmore, Mr. Henry
Whitney, Mrs. William M.
Willcox, Miss Mary A.
Wright, Mrs. William L.
Wyman, Mrs. A. G.
Young, Mrs. Benjamin Loring

	$1,510.00
Research Fund	4,000.00
In addition 538 members and friends have contributed in amounts less than $10	1,795.72
	$20,224.43

Acknowledgment is also made for the following contributions for special purposes:

Bookshop for Boys and Girls, Mr. Edward R. Peirce	$264.31
Appointment Bureau Scholarship 1920	
Association of Tufts Alumnæ	15.00
Bryn Mawr Alumnæ Association, Boston Branch	25.00
Smith College Alumnæ Association, Boston Branch	50.00

VOLUME OF THE UNION'S WORK

FOR THE YEAR ENDING SEPTEMBER 30, 1919

DIRECT EMPLOYMENT OF	
Workers in Union Departments	391
Food Shop Producers	59
Handwork Consignors	355
EMPLOYMENT SECURED BY	
Appointment Bureau for	591
Social Service Agent for	221
EDUCATIONAL OPPORTUNITIES GIVEN TO STUDENTS	
Research Department	4
Vocational Training	
Simmons Students	
Industrial Needle Arts	5
Practice Students	185
Technical Needle Arts	8
College Graduates and Others	
Special Students	62
Student Workers	11
Employed Students	2
ADVISED	
Legally, by Law and Thrift Department	234
Socially, by Social Service Agent	1,752
Vocationally, by Appointment Bureau (exclusive of colleges)	578
AIDED THROUGH THRIFT OPPORTUNITIES	
Emergency Loan Fund, loans outstanding	43
Industrial Credit Union, members	515
Savings Bank Insurance, policies in force	43
*Stamp Savings	
OTHER SERVICE	
Library Visitors	3,092
Outside organizations using Union Building	33
Room Registry	
Landladies renting rooms	500
Applicants securing approved living quarters	632
Daily average of persons using restaurant rooms at 264 Boylston Street	781
New England Kitchen	911
School Lunch counters (estimated)	8,500
Daily average of persons served in lunch rooms conducted by the New England Kitchen at the American Woolen Company, Noble & Greenough School, Red Cross Headquarters and Supply Depot, and The Youth's Companion	670

*Transferred to South End House, May 5, 1919

PROFESSIONAL WOMEN WORKERS

By ELIZABETH KEMPER ADAMS

Formerly Professor of Education in Smith College

(In preparation, will probably be published in the autumn of 1920)

This book, based on case studies covering the entire country, of women holding positions of responsibility in various occupations, was begun before the United States entered the war. The war years have brought to public attention, and in many cases, have created new professions for women.

The chapters of this book deal with such subjects as: Who Are Professional Workers?, Women in "The Learned Professions," Women in Social Service, Women in Libraries and Museums, Women in Journalism, Women in the Art Professions, Women in Food Economy and Household Management, Women in Business and Mercantile Fields, Women in Productive Industry, Women in Government Service, The Training of Professional Women, etc.

If you wish to receive an announcement of this book, upon its publication, send your name and address to The Bookshop, Women's Educational and Industrial Union, 264 Boylston Street, Boston, Massachusetts.

THE EXPENSE ACCOUNT BOOK

1920 edition, revised to allow for budget making. Has the approval of the New England Savings Division of the United States Treasury Department.

Price 25 cents. By mail 28 cents.

For sale by The Bookshop, Women's Educational and Industrial Union, 264 Boylston Street, Boston, Massachusetts.

7559.53

WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION

BOSTON MASSACHUSETTS

MAY 5 1921

1920

ACT OF INCORPORATION

COMMONWEALTH OF MASSACHUSETTS

BE it known that, whereas, Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay have associated themselves with the intention of forming a corporation under the name of the *Women's Educational and Industrial Union*, for the purpose of increasing fellowship among women, in order to promote the best practical methods for securing their educational, industrial, and social advancement, and have complied with the provisions of the statutes of this Commonwealth in such case made and provided, as appears from the certificate of the President, Treasurer, and Directors of said Corporation, duly approved by the Commissioner of Corporations, and recorded in this office:

Now, therefore, I, Henry B. Peirce, Secretary of the Commonwealth of Massachusetts, do hereby certify that said Harriet Clisby, Arvilla B. Haynes, Melissa Chamberlin, Sarah E. Eaton, Abby M. Diaz, Sarah E. Cotting, and Elizabeth G. Gay, their associates and successors, are legally organized and established as and are hereby made an existing Corporation, under the name of the *Women's Educational and Industrial Union*, with the powers, rights, and privileges, and subject to the limitations, duties, and restrictions which by law appertain thereto.

Witness my official signature, hereunto subscribed, and the seal of the Commonwealth of Massachusetts, hereunto affixed, this twenty-third day of April in the year of our Lord one thousand eight hundred and eighty.

(*Signed*) HENRY B. PEIRCE,
Secretary of the Commonwealth.

FORM OF BEQUEST

I give and bequeath to the WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, in Boston, in the State of Massachusetts, incorporated in the year 1880, its successors and assigns the sum of

.....

to be applied to.....

FORTY-SECOND ANNUAL REPORT OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION FOR THE YEAR 1919-1920

ORGANIZED 1877 INCORPORATED 1880

264 BOYLSTON STREET, BOSTON
MASSACHUSETTS : : 1921

ADMINISTRATION

PAST PRESIDENTS

Dr. Harriet Clisby	1877–1881
Mrs. Abby Morton Diaz*	1881–1892
Mrs. Mary Morton Kehew*	1892–1913
Mrs. Mary Schenck Woolman	1913–1914
Mrs. Mary Morton Kehew* (Acting President)	1914–1918
Miss Caroline L. Humphrey (Acting President)	1918–1919

HONORARY VICE PRESIDENTS

Miss Melissa Chamberlin*
Dr. Harriet Clisby
Miss Mary F. Eastman*
Mrs. Eleanor S. Mack*
Mrs. Evanette F. Osborn*
Miss Lucia M. Peabody*
Mrs. Kate Gannett Wells*

BOARD OF GOVERNMENT 1920–1921

Miss Marion Churchill, *President*
Mrs. Mabel W. Whidden, *Chairman*
Miss Sarah Louise Arnold, *Vice Chairman*
Mrs. Helen Peirce, *Treasurer*

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Dr. Henry Lefavour
Miss Ida M. Mason
Miss Lilian V. Robinson
Mrs. Roger Sherman Warner
Mr. Renton Whidden

TRUSTEES OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, INC.

(In charge of the Union's land, buildings, and funds)

Dr. Henry Lefavour, *Chairman*
Mr. George U. Crocker, *Secretary-Treasurer*

Miss Marion Churchill
Mrs. Helen Peirce
Mrs. Mabel W. Whidden
Mr. Renton Whidden

CATHERINE P. PERKINS FUND

Mr. George U. Crocker, *Trustee*

EXECUTIVE STAFF

Miss Elizabeth W. Schermerhorn, *Executive Secretary*
Mrs. Marie B. Griggs, *Financial Secretary and Business Director*

---

*Deceased.

VOLUME OF THE UNION'S WORK FOR THE YEAR ENDING SEPTEMBER 30, 1920

DIRECT EMPLOYMENT OF	
Workers in Union Departments	409
Food Shop Producers	41
Handwork Consignors	284
EMPLOYMENT SECURED BY	
Appointment Bureau for	649
Social Service Agent for	291
EDUCATIONAL OPPORTUNITIES GIVEN TO STUDENTS	
Research Department	4
Vocational Training	
Simmons Students	
Industrial Needle Arts	4
Practice Students	164
Technical Needle Arts	13
College Graduates and Others	
Special Students	24
Student Workers	8
ADVISED	
Legally, by Law and Thrift Department	406
Socially, by Social Service Agent	2,176
Vocationally, by Appointment Bureau (exclusive of colleges)	885
AIDED THROUGH THRIFT OPPORTUNITIES	
Emergency Loan Fund, loans outstanding	46
Industrial Credit Union, members	575
Savings Bank Insurance, policies in force	42
OTHER SERVICE	
Library Visitors	5,947
Outside organizations using Union Building	30
Room Registry	
Landladies renting rooms	421
Applicants securing approved living quarters	941
Daily average of persons using restaurant rooms at 264 Boylston Street	781
New England Kitchen	933
School Lunch counters (approximately)	8,500
Daily average of persons served in lunch rooms conducted by the New England Kitchen at the American Woolen Company, and Noble and Greenough School	296

MEMBERSHIP

Membership in the Union is a means of expressing interest in its purpose:—To increase "fellowship among women in order to promote the best practical methods for securing their educational, industrial and social advancement."

Any person, man or woman, is eligible to membership on payment of $1 for annual membership, $5 for subscription membership, or $25 for life membership.

Members are entitled to the use of special lunch and rest rooms and of a checking station for parcels.

Total Members (October 1, 1920)		4,588
Annual Members	4,112	
Subscription	184	
Life	292	

DEPARTMENT ADVISORY COMMITTEES
1920–1921

The Chairman of the Board of Government, President, and Executive Secretary are *ex-officio* members of all committees.

EDUCATIONAL

DEPARTMENT OF RESEARCH

Miss Lucile Eaves, *Director*

Prof. Jeffrey R. Brackett, *Emeritus Professor of Social Economy, Simmons College*
Prof. Thomas N. Carver, *Harvard University*
Prof. Carroll W. Doten, *Massachusetts Institute of Technology*
Prof. Frederick A. Cleveland, *Boston University*
Dr. Alice H. Hamilton, *Harvard Medical School*
Miss Sara C. Stites, *Simmons College*
Mrs. Renton Whidden, *Board of Government*

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Miss Mabel Gair Curtis, *Associate Director*

Mrs. Francis G. Allinson, *Acting Dean, Woman's College, Brown University*
Miss Sarah Louise Arnold, *Dean Emerita, Simmons College*
Mrs. George P. Baker, *Acting Dean, Radcliffe College*
Miss Ada Louise Comstock, *Dean, Smith College*
Mrs. Caroline S. Davies, *Dean, Jackson College*
Mrs. Gertrude S. Martin, *Executive Secretary, Association of Collegiate Alumnæ*
Miss Marion E. Park, *Dean, Simmons College*
Miss Ellen F. Pendleton, *President, Wellesley College*
Mrs. Pearl Randall Wasson, *Dean of Women, University of Vermont*
Miss Mary E. Woolley, *President, Mt. Holyoke College*
Miss Marion Churchill, *Board of Government*

VOCATIONAL ADVISORY MEMBERS

Advertising, Miss Josephine Sullivan, *Walton Advertising Co.*
Agriculture, Miss Sarah Brooks, *Farm owner*
Architecture, Miss Lois L. Howe, *Lois L. Howe & Manning, Architects*
Interior Decoration, Miss Mabel Harlow, *Harlow & Howland, Decorators*
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Photography, Miss Florence Maynard, *Florence and Karl Maynard, Photographers*
Publishing House Work, Miss Florence Converse, *Editorial Staff, The Atlantic Monthly*
Settlement Work, Miss Jane McCrady, *Denison House*

DEPARTMENT OF VOCATIONAL TRAINING

Miss Amy M. Fackt, *Director*

Miss Sarah Louise Arnold, *Dean Emerita, Simmons College*
Miss Alice F. Blood, *Professor of Household Economics, Simmons College*
Miss June R. Donnelly, *Professor of Library Science, Simmons College*
Mr. Edward H. Eldridge, *Professor of Secretarial Studies, Simmons College*
Miss Elizabeth M. Goodrich, *Instructor in Institutional Management, Simmons College*
Miss Anna A. Kloss, *Agent for Teacher Training in Household Art Schools in Massachusetts*
Dr. Henry Lefavour, *President, Simmons College*
Miss Marion E. Park, *Dean, Simmons College*
Mrs. Lucinda W. Prince, *Director, Prince School of Education for Store Service*
Miss Antoinette Roof, *Instructor in Education, Simmons College*
Miss Ella J. Spooner, *Associate Professor of Domestic Art, Simmons College*
Mr. Wallace M. Turner, *Assistant Professor in Accountancy, Simmons College*
Mrs. Donald S. King, *Board of Government*

THE BOOKSHOP FOR BOYS AND GIRLS

Miss Bertha E. Mahony, *Director*

Mr. Charles F. D. Belden, *Librarian, Boston Public Library*
Miss Abbie Farwell Brown
Miss Mabel H. Cummings, *Principal, The Brimmer School*
Mr. A. B. deMille, *Milton Academy*
Miss Alice M. Jordan, *Supervisor of Work with Children, Boston Public Library*
Mrs. Henry P. Kidder
Dr. Henry Lefavour, *President, Simmons College*
Miss Annie Carroll Moore, *Supervisor of Work with Children, New York Public Library*
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INDUSTRIAL

FOOD SHOP

Miss Ella C. Emerson, *Director*

Mrs. Elizabeth E. Cushing
Mr. W. F. Cook, *T. D. Cook & Company*
Mr. F. H. Duley, *Stephen Bartlett Candy Company*
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Mrs. Joseph Soliday
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HANDWORK SHOP

Miss Ethel R. Browne, *Director*

Mrs. Thomas A. Crimmins
Mrs. Morgan Firth
Mrs. Roger Sherman Warner, *Board of Government*
Mrs. Edward R. Warren, *Boston Society of Decorative Art*
Mrs. J. Templeman Coolidge, *Board of Government*

GOWN SHOP

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Miss Jessie Ball, *Dressmaker*
Miss Mary Henleigh Brown, *Somerville Vocational School for Girls*
Mr. C. Lothrop Higgins, *Milliner and Importer*
Miss Helen R. Hildreth, *Worcester Trade School*
Mrs. Mabel McMillan
Miss Mary Orr, *Boston Trade School for Girls*
Mrs. Horace A. Skilton, *Massachusetts State Board of Education*
Miss Marie Thayer, *Boston Trade School for Girls*
Mrs. Robert Grant, *Board of Government*

LUNCH DEPARTMENT AND NEW ENGLAND KITCHEN

Director, Lunch Department
Miss Daisy B. Treen, *Director, New England Kitchen*

Mr. Edwin H. Ansell, *Manager, American Telephone and Telegraph Company, Lunch Room*
Miss Sarah Louise Arnold, *Dean Emerita, Simmons College*
Miss A. Mildred Barber, *Manager, Women's City Club*
Miss Elizabeth M. Goodrich, *In charge of the Division of Institutional Management, Simmons College*
Miss Helen F. Greene, *The Colonial Lunch Rooms*
Mr. Howard Marston, *R. Marston & Company*
Miss Bertha Stevenson, *The Laboratory Kitchen*
Mrs. Helen Peirce, *Board of Government*

SCHOOL LUNCH DEPARTMENT

Representing School Authorities, Health Experts, and the Union

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Mr. Jeremiah E. Burke, *Assistant Superintendent of Schools, Boston*
Mr. William B. Snow, *Head Master, English High School*
Dr. Richard C. Cabot, *Social Service Department, Massachusetts General Hospital*
Miss Isabel F. Hyams, *Board of Trustees, Boston Consumptives' Hospital*
Dr. Milton J. Rosenau, *Professor of Preventive Medicine and Hygiene, Harvard Medical School*
Miss Marion Churchill
Miss Sarah Louise Arnold
Mrs. George R. Agassiz
} *Board of Government, Women's Educational and Industrial Union*

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Miss Katherine D. Hardwick, *Family Welfare Society*
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Miss Ethel M. Remele, *Elizabeth Peabody House*
Mr. Reginald Smith, *Boston Legal Aid Society*
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Mrs. Margaret F. Baldwin, *Social Service Worker, Orthopedic Department, Massachusetts General Hospital*
Mr. Alfred Bent, *Industrial Aid*
Mrs. Mary E. Patten, *Social Service Department, Emanuel Church*
Miss Ellen Webster, *Room Registrar, Boston Students' Union*
Miss Lilian V. Robinson, *Board of Government*

ROOM REGISTRY

Mrs. Emma F. Tobin, *Room Registrar*

Mrs. Ida M. Brown
Mrs. Thomas Brennan
Mrs. George W. May
Miss Helen R. Norton

Miss Ida M. Mason, *Board of Government*

COMMITTEE ON CO-OPERATION WITH SIMMONS COLLEGE

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Miss Sarah Louise Arnold
Miss Marion Churchill
Miss Frances R. Morse
Miss Marion McG. Noyes
Miss Marion E. Park
Miss Elizabeth W. Schermerhorn
Mrs. Mabel W. Whidden
Miss Mary E. Williams

FELLOWS, DEPARTMENT OF RESEARCH

Elna Anderson, A.B., *University of Wisconsin*
Alice Channing, A.B., *Radcliffe College*
Sarah Louise Proctor, A.B., *University of Wisconsin*
Mabel A. Strong, A.B., *Mount Holyoke College*

STUDENT WORKERS

Helen Addams
Marion French
Caroline Knell
Molly Ladd
Katherine Manning
Margaret Ryan
Alice Wright
Ethel McRobert

ANNUAL REPORT

1919–1920

THIS year has seen several important changes at the Union. On New Year's Day the employees and Board of Government were formally introduced to our new President, Miss Marion Churchill, at a very pleasant reception given at the old home of Mrs. Kehew by her sister, Mrs. Robert Farley Clark. The following week Miss Churchill assumed her new work at the Union. In spite of the many difficult tasks and problems which confronted her, she has found time to know us all very well, and to attend to our various needs and to make herself our friend as well as our leader.

The land and housing question, with its inevitable accompaniment of money needs, has been the most perplexing matter which she found awaiting her. In the spring we were forced to move the School Lunch and Food Laboratory to temporary and inconvenient quarters on Allston Street, and to purchase the vacant lot on Broadway, next to the old plant, for a future building. We have also been forced to purchase the building adjoining the Boylston Street property on the left, the purchase being covered by a mortgage, and we felt it wise to secure the building adjoining the New England Kitchen on the south in order to allow for future repairs and changes in that property. That such extensive real estate deals should have been forced upon us in a time of high prices and money stringency like the present, is very unfortunate, but we had put off the evil day so long, while waiting for better times, that it had become a question of doing it now or abandoning all that we have already attained in the way of development and usefulness.

These changes have not been apparent to the public. Those that have been apparent are more modest, but necessary, and satisfactory in results. We are dingy outside, but we try to present a bright face to those who enter our portals. Last spring Perkins Hall was painted

in a lighter and more cheerful tone. This summer Handwork Shop, Food Shop, and Main Office received the same tint, and now greet the visitor with the same cheerful aspect. Two lunch rooms were also repainted, and several other less conspicuous but unavoidable repairs were made in various parts of the building.

Next to the housing question, the food and labor situations have been the most difficult to adjust. It is unnecessary to dwell at length on these; unfortunately they are universal, and well-known. During the year our pay roll has increased $38,348, and the gross cost of raw food has increased more than $14,000. High as the food cost has been, the heavy tax on the customer has come from the excessive "overheads" about which the papers have so much to say. Those who accuse restaurant keepers of profiteering would change their opinion could they know how earnestly and carefully the menu prices are figured down to their lowest terms, in the effort to adjust the actual cost to the customer's idea of a fair price.

Aside from these big and perplexing questions, the Union activities have moved on smoothly and satisfactorily.

There are four fellows in the Research Department, two from the University of Wisconsin, one from Mt. Holyoke College and one from Radcliffe College. The subject selected for investigation this year is "How Self-Supporting Women May Provide for Their Old Age." In order to lessen the difficulties we have met of late years in trying to publish the Research studies, a co-operation with other investigators has been arranged which will give to the reports a less local and more general interest. Recent developments in national organizations interested in humanistic studies have favored this co-operation. The American Sociological Society has authorized such an experiment in co-operative research under the direction of our Research Director, Dr. Eaves, who has served on its Committees. The Association of Collegiate Alumnæ has also endorsed the undertaking and recommended that Research Committees be organized in local branches for the purpose of assisting in this and similar activities.

The Gorham Press of Boston is now publishing the

study of "Training for Store Service." The Union has paid part of the cost of publication because the field covered is one in which it has gained the right to public recognition. Other studies have been accepted for publication, in the form of short articles, by several Bureaus and periodicals to whose special interests they relate, and the results of the investigation of the organization of public dining rooms and kitchens, made two years ago, were presented by the Director at a Conference of Institutional Management at Lake Placid last June.

January, 1920, marked the tenth birthday of the Appointment Bureau. It may be well, therefore, to give a brief review of its history.

The Bureau was organized in 1910 on its present basis by Miss Laura Drake Gill, who built upon the foundation of the old Business Agency, organized in 1877, one of the four departments established when the Union was founded. Miss Gill had as assistants Miss Julia I. Arnold and Miss Alice C. Gleason, previously connected with the Business Agency; Miss Eleanor Martin, a former fellow in the Research Department, as Field Agent; and a stenographer. During the eighteen months that Miss Gill served as director, she canvassed the alumnæ of a number of colleges for candidates, did much in the way of publicity, and established a policy which has practically been followed by the other Bureaus of Occupations for Women since established. In September, 1911, the present Director succeeded her. During these ten years, the Bureau totalled 11,683 registrations, 60.5 per cent of which were filled; more than 10,000 orders, 68.25 per cent of which were filled; more than 4,000 interviews for vocational information, and 271 practice students. On January 26, a public dinner was held at the Hotel Brunswick to celebrate the tenth birthday of the Bureau. Two hundred persons attended. Short congratulatory addresses were given by several distinguished guests, and the address of the evening was made by Mr. Henry P. Kendall, whose topic was "The Enlargement of Opportunity for Women in Industry."

The two student workers of last year obtained good grades in their work done at the Boston University School

of Business Administration. They also carried out the new plan for Field Work in their studies in co-operation with the other Appointment Bureaus, going as far west as Chicago and Minneapolis, and as far south as Washington. The two students this year come from Vanderbilt University, Tennessee, and from Colorado College. An investigation of opportunities for women chemists in factories was made by the Bureau's Field Agent, and was financed in part by the departments of chemistry at Mt. Holyoke and Smith Colleges. Vocational guidance work has been extended to the members of the freshman class at Wellesley this year, an experiment which will be continued by the Director during the coming year.

The Vocational Training Department has supervised this year the practice work of 155 Simmons students in the Union departments. Fifty-five were students in household economics, their interests being divided equally between institutional management and lunchroom management; 46 used School Lunch for practice work, and 58 used Boylston Street Lunch; 36 were in New England Kitchen, 21 in the Food Shop and Food Laboratory; 22 went into the Purchasing Department, chiefly for the sake of the marketing experience; 11 special students used outside Boston restaurants in addition to our own. In all, 17 needlework art students were taken into the Children's Clothing and Gown Shops, and 68 secretarial students had short periods of practice in the business offices. There were also six summer students. This year the time assigned to institutional management students for practice work in the Union has been doubled. Three of last year's student workers have been promoted to positions of responsibility in the Union.

The territorial range covered by students is large. The Framingham Normal School has sent several students to the needlework departments. Three students from New Hampshire State College spent the spring term of their institutional management course in an intensive period of supervised practice in the Union departments. Some of our student workers this year come from Cornell, Purdue, Western Reserve, and the University of Illinois.

In reviewing the Bookshop's year the most dramatic

point is the Book Caravan. In January the Bookshop presented a plan for creating a wider book-buying public, by putting books in motion, and sending them directly out to towns and villages by means of a bookshop on wheels. Since this plan involved a large initial expense and considerable risk for running expenses, a group of the leading publishers made the plan possible and guaranteed the Union from loss by contributing a fund to cover the cost of the car and running expenses, with the understanding that the car should stand as their asset. Mr. Lewis B. Abbott, an architect with the firm of Shattuck & Coolidge, gave his time to design the car and superintend its construction. Miss Mary Frank of the New York Library was engaged to go with the car, and was granted a leave of absence from the Library for this purpose. Miss Genevieve Washburn, who had had a year's experience of ambulance driving in France, was engaged to drive.

On July 5, the Book Caravan began its summer tour at East Gloucester. It traveled for three months in Massachusetts, Maine, New Hampshire and Vermont, covering many hundreds of miles and stopping at 49 places. On September 21, it went from Lenox to Lake Placid for the New York State Library meeting. In all the summer it failed to meet its scheduled dates just once, and that was the only time, too, that it missed connection with the book shipments. The experiment has proved extremely interesting and worth while as publicity for books. It is too soon to measure its reaction upon the Bookshop.

Except for the Book Car, the work of the Bookshop has continued to grow in its already established directions. The Saturday Book Conferences, held jointly with the New England School Library Association, were continued for a second season, and although for the first time an admission fee was charged, the attendance was larger than before, averaging 98 persons for each of the five talks.

The Gown Shop has increased its business considerably this year, and the Department has at last shown an encouraging profit. Nine technical needle arts students from Simmons came to the Shop for a short course of practice work, and two of the industrial needle arts students

came for instruction and trade experience during a period of ten weeks. There were also five special students who came for trade experience, and one student and one teacher from the Framingham Normal School came to the workroom, the one on Saturdays for seventeen weeks, and the other for a four weeks' course in the summer. There were several other special students in the Shop, one of whom came from a Home Economics High School in Minnesota.

Together with the Handwork Department, the Gown Shop was the principal exhibitor at the Bazaar of the Seven Shops, which was held in Perkins Hall during the week of May 10, with the object of bringing together in small compass a representation of the seven industrial departments of the Union. The Departments represented were Gown Shop, Children's Clothing, Baby Room, Handwork Shop, Bookshop, Food Shop and the Lunch Department. Mr. J. Lothrop Higgins loaned the hats, which he designed especially to correspond with the gowns exhibited. A large number of people attended, and the publicity given to the various industries of the Union was very satisfactory to those who conducted the Bazaar.

The Handwork Shop has completed a very successful year. In addition to the Bazaar, it has held several special exhibitions of toys and folk handicrafts. The volume of special order business has increased nearly 200 per cent over last year. This has been a great stimulus to industry among the consignors. Although over four thousand more articles have been submitted to the Jury this year than last, a great many were of a style and workmanship that were absolutely unmarketable. This indicates an imperative need for a teacher to stimulate good workmanship and instruct would-be consignors in the kind of articles for which there is a market demand. This is a plan as yet unrealized for lack of funds.

The School Lunch Department has continued its service to the eighteen high school centers of Boston, with an average of 8,500 children fed daily. There has been 1 student worker in the department through the year, 46 practice students, and 6 special students. The unfortunate transfer of the Department to the Allston Street quarters has greatly hampered the service, and the

workers feel that they have been laboring under hardships and disadvantages. We must have a new, well-organized building, if our social and educational service in this direction is to continue.

In spite of the discouraging conditions attending restaurant management, the New England Kitchen has a fair amount of profit to show for this year's work. An increase of over 5,000 in the Lunch Room attendance, and of more than 3,500 in the Sales Room, tells of the successful handling of a difficult situation. The two outside restaurants, those of the American Woolen Company and the Noble and Greenough School, have continued. Several requests for Lunch Room service have been received from other organizations, but were declined because they did not seem to be practicable.

Several changes in the organization have made for improved service. Our last year's student worker from Simmons has been placed in charge of the Sales Room, which seems to afford a good opportunity for increase in business. Her work has shown good results. Another experienced young woman, trained in Institutional Management at Simmons, has been put in charge of the Bakery, where more adequate superintendence was needed in the early morning. There have been two student workers in the department this year, 56 practice students, and 21 special students. The Director has given a course of lectures on Institutional Management at Simmons College.

The inconveniences caused by the physical difficulties of the New England Kitchen are only overcome at the expense of much time, patience, and energy. As the business increases these difficulties multiply. A complete overhauling and remodeling of the Charles Street building is important if the work there is to be continued.

The Food Shop has been embarrassed by lack of assistants both at the counter and in the laboratory. A review of the past twelve months shows a great labor turn-over which is most expensive. This, together with the confusion of moving the Food Laboratory to Allston Street last spring, has been a serious handicap, but the Shop and the Laboratory are now both running smoothly

with a corps of high grade workers. The Director has undertaken a systematic training of her clerks by instructing them in the first-hand knowledge of the goods they sell, and in the etiquette of salesmanship.

A year ago a line of canned vegetables was added to the stock, and this business has grown rapidly. The business of the Catering Department has also increased, and the Sandwich Kitchen is on a good paying basis. The Candy Kitchen was discontinued in June because sugar was so high and so greatly in demand that a moral issue seemed to be involved. The Shop is now being supplied with candy from a private producer, who was formerly employed in our Candy Kitchen, so that she knows the quality we demand. Several new producers have been added, but the total is only 41,—14 less than last year. The high price of raw material and difficulty in getting sugar has lessened the number of producers.

The Boylston Lunch Department has experienced more difficulty than any other department in meeting the labor turn-over, high wages and the shifting and exorbitant prices of foodstuffs. Cost-accounting has been the problem, and a baffling problem, owing to the uncertainty of food prices. The result has been that both the Boylston and the Members' Lunch Rooms have been run practically at a deficit.

In August a change in the management occurred and the Department is still undergoing reorganization. Meanwhile the difficulties of meeting the cost of raw material and large overhead expenses are very serious.

This year a change has been made in the organization of the Law and Thrift Department. Miss Sybil Holmes, the Director, resigned in September, to use her legal knowledge in an independent business enterprise, and it was deemed advisable to try the experiment of separating the legal work from the loan and savings department, in order to afford to both larger opportunities of development. Accordingly, a director and clerk now have charge of the Emergency Loan Fund and the Industrial Credit Union, while a young woman lawyer comes in for half of each day to meet clients and give legal advice, and the former Director acts as Senior Counsel to the Legal

Department. This reorganization has been effected without increasing the Department's budget.

During the year, 394 legal cases have been handled in the Department, 30 of which were accidents, 131 collections, 107 advice; 119 cases came from former clients, 23 were sent by former clients, 143 were Union cases, 10 were Union members, 145 were Union employees. Only one was sent by the police. Four came from the Y. W. C. A.; 9 were from employment agencies; 406 cases were settled during the year, and 146 are still pending. $220 was collected in fees.

Eighteen loans amounting to $2,560 were granted from the Emergency Loan during the year, 11 were paid up. The Industrial Credit Union has gained 50 new members, and has increased its assets $562. More than $33,000 has been loaned during the year, and over $28,000 has been repaid. The Credit Union paid a 5 per cent dividend last November, and will declare a dividend of 5¼ per cent this year.

The Library is a valuable asset for the Union workers; our ambition is to make it equally valuable to the public. It is still under direction of the Librarian of the School for Social Workers. Our pamphlet library is being very successfully developed, and our unique collection of college and university catalogues has been completed. A collection of Women's Club programs is now being made. In co-operation with the Appointment Bureau, and with the assistance of four volunteer workers, the Library has helped to prepare a list of Graduate Fellowships open to women in American Colleges and Universities. The vocational lists for distribution, prepared by the Library, have been brought up to date, and several new subjects added. A great deal of time is spent in answering telephone requests, looking up information, and marking newspaper articles which are of interest to the different Union departments. The privilege of drawing books from the Library, granted this year to members, has not met with a large response, perhaps because it is not thoroughly known. The new books are now being posted on the bulletin board in the main corridor. There were 18 Library students from Simmons College in the Library

for practice, and nearly 6,000 people used it during the year,—1,000 more than in the previous year. With 1,100 bound volumes, and 2,400 unbound, 58 periodicals on our subscription list, and a Librarian eager to help and inform, this quiet little nook ought to be a busy and useful spot.

Not only has there been a marked improvement in the appearance and atmosphere of the Main Office, but also an increase and expansion has taken place in the departments connected with it. The registrations of applicants for positions in the office of the Social Service Agent have increased by over 500 during the year, and the number of orders for work have been over 300 more. It is significant of the changes in the labor situation during the past six months that there was an increase of only 50 in the number of positions actually filled, in spite of the larger increase of registrations. This year, however, more than twice as many handicaps were placed, and of that number, 104 were handicapped by age, 46 by family cares, 21 through physical ills, 12 mentally, 19 by color, 4 were foreigners, and 28 were part-time workers. The increase in the number of handicaps placed is partly due to the Clearing House Bureau, now connected with the Social Service Agent's office. This Clearing House Bureau, which has its prototype in that one formerly conducted by the King's Chapel Bureau for Handicaps, was started in March with a part-time worker in charge. Through the co-operation of the 22 agencies interested, notices are sent to the Bureau of handicaps desiring positions, and of positions open to handicaps. A bulletin issued weekly by the Bureau lists all the positions and handicaps reported. The co-operative organizations contribute a small yearly sum equal to the actual cost of getting out the bulletin. The work thus far has been in the experimental stage, and if it proves worthy of permanence it is possible that some arrangement may be made with the newly formed Federation of Placement Workers, which may put it on a firm foundation.

The Room Registry has had a banner year; 943 rentals have been made, an increase of 317 over last year. This is what two busy people, or only one and one-half, to put it more accurately, have accomplished. There

has been an advance in the type of room demanded. More of the expensive rooms have been rented, and many of them are in private houses, not rooming houses. More apartments have been let than in previous years. The Registrar has had many opportunities for distinct social service, which have been successfully met. She has also helped to place delegates to the State Conference of Teachers, the International Conference Council, the meetings of the Massachusetts League of Women Workers, and the National Grange, and has found homes for several large groups of workers and students. An effort was made last Spring to build up a list of inexpensive summer boarding places. A beginning only was made, which time and experience will have to develop and try out, but we hope in time to do a really valuable service for those seeking quiet and inexpensive places in which to spend their vacations.

Our membership has increased to 4,588, a gain of 316 over last year. Thanks are due to the loyal response made by some of our members to last year's request that they bring in new members. This summer the policy of opening the Members' Lunch Rooms to the public during the summer was discontinued. This increased the number of those joining the Union for lunch room privileges.

The two series of current events lectures by Miss Eunice Avery last winter were well attended. The evening series was less successful, because few of our members seemed to be interested in evening entertainments. The small attendance at Mrs. Boyer's course of evening lectures on Citizenship and at the special lectures by Mrs. Forbes Robertson Hale on the Modern Stage, and by Signora Garibaldi on the Italian Situation, confirmed this conclusion, and next year, we shall offer no evening entertainments or lectures. The interest in the elections, created by the newly acquired opportunities of women citizens, justified us in offering three lectures on the elections this fall, one non-partisan address on "How to Vote" by Mrs. True Worthy White, one on the Republican side by Mrs. Anna Tillinghast, and one on the Democratic side by Mrs. Susan Fitzgerald. All drew large audiences.

The Conferences of Committees were last year opened to members, but only a small number of them availed themselves of the privilege of meeting with the regular conference members and of hearing the excellent reports of the work of the Department of Law and Thrift, Library, Bookshop, Vocational Advice and Vocational Guidance, and of the Research fellows. Besides these lectures and conferences, and the five Professional Opportunities Lectures under the auspices of the Appointment Bureau, the five New England Library Association Conferences under the Bookshop, and the Annual Meeting of the Industrial Credit Union, Perkins Hall was used for the Employees' Annual Meeting and Party, and later for their dance. Fourteen outside organizations used it for luncheons, teas, lectures, and special meetings, among them the Smith College Alumnæ, the New Hampshire College Alumnæ, the Camp Fire Girls, the Society for the Care of Girls, the Parent-Teachers' Association, Boston University Alumnæ, and Wellesley College Alumnæ.

On May 27 the Union was at home to students of New England Colleges for the inspection of the Departments, with tea, and an address by Miss Churchill in Perkins Hall. About 80 students from Wellesley, Simmons, and Radcliffe Colleges and the Framingham Normal School attended. At the Bazaar given this fall for the benefit of the Simmons College Endowment Fund, a special room was set aside for the Union exhibit, which represented only those departments into which Simmons College students come for laboratory practice, namely, the Needle Work Departments, Library, Food Shop and School Lunch, and the Research Department, whose students obtain a higher Simmons degree for studies made at the Union.

Mention must be made of the passing away during this year of two of our old and faithful workers. Mrs. Lyman B. Brooks, a life member since 1895, and for many years an active member of our Befriending Committee, died in November. In August, Mrs. Lina F. Hecht, a generous friend of all charitable and philanthropic work, passed away. From 1888 to 1897 she served upon our Board of Directors. The Union was one of the many beneficiaries

under her will and also received this year a legacy of $3,000 from the Aaron W. Spencer estate.

We have this year laid the foundations for a number of very interesting and progressive enterprises. A great deal of help, wisdom, and co-operation from our leaders and from our friends, as well as large and generous financial assistance, must be given us if we are to complete these plans. To fail would be to betray the great trust placed in our hands by those who built up this Union; to succeed will be to make a great and ever increasing contribution to the usefulness and effectiveness of women's work.

REPORT OF THE TREASURER, FISCAL YEAR 1919–1920

The total receipts from all sources for the year ending September 30, 1920, amounted to $864,122.16. The expenses amounted to $869,046.30, making a deficit for the year of $4,924.14.

Net income from Industrial Departments:

Lunch Department	$39.99
Food Shop and Catering	8,980.64
Sandwich Kitchen	1,261.46
New England Kitchen	11,951.46
Handwork Shop	5,726.80
Gown Shop	906.11
Multigraph	83.91
Truck	717.81

Departments run at a deficit:

Candy Kitchen	$101.86	
Food Laboratory	2,536.87	
School Lunch	2,001.08	
Publications	50.44	
Entertainment	429.88	
Bookshop (covered by a donation)	(200.52)	
Total Net Income		$24,548.05
Net expense of Social and Educational Departments		$50,110.37
Net Expense of Maintenance Department		4,604.46
Miscellaneous Expense Items to Surplus and Deficit		858.49
Total Budget to be met		**$55,573.32**

Total Receipts:

Net Income from Industrial Departments	$24,548.05	
Donations	19,214.23	
Membership	5,145.25	
Miscellaneous items	1,741.65	50,649.18
Deficit for the year 1919-1920		**$4,924.14**
" on October 1, 1919		**1,069.15**
Accumulated deficit September 30, 1920		$5,993.29

DONATIONS

IN MEMORY OF MARY MORTON KEHEW

RESEARCH DEPARTMENT

Clark, Mrs. Robert Farley	$1,000.00
Kehew, Mr. William B.	2,500.00

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